

Local Government Service

No. 12

DECEMBER, 1931

Vol. XIV

Christmas Greetings, 1931



ALL MY COLLEAGUES in the Municipal Service I send my warmest greetings and wish them every happiness during the coming year. At the same time I venture to tender to them a word of advice. The aims and aspirations of the Local Government Officer undoubtedly depend upon the prosperity of the country and our past record is sufficient assurance that we are prepared to give of our best in our country's service. I have no desire to assume the role of the pessimist, but the facts are that the Budget is not yet balanced and our trade returns are not adjusted. We have been told by a prominent member of H.M. Government that next year will be a difficult year. A strong N.A.L.G.O. will be more essential than ever. Give it all your support and do everything you can further to consolidate its position.

SAMUEL LORD,

President, National Association of Local Government Officers

From the Immediate Past President

MANY years have passed since N.A.L.G.O. first began to state the case for the Local Government Officer. As each year died, and from its ashes there sprang to life a New Year, it has been our good fortune to record twelve months of certain progress. When the First of January, 1932, arrives, we shall again be in that happy position. Our organisation grows because its purpose is worthy and beneficent. Whilst it is my wish that Christmastide shall bring good-fellowship wherever our members foregather, I should add, also, that the coming year will be well spent if it be employed in making N.A.L.G.O. stronger. With that hope in mind—my greetings to every one.

A. P. JOHNSON.

From the Vice-Presidents

I APPRECIATE the privilege of saying to all our members that, viewing N.A.L.G.O. from a near perspective, I am thrilled when I review the immense amount of voluntary work, fellowship, goodwill and service done by the army of members throughout the length and breadth of our territory. It is simply a marvel to think what has been accomplished in the course of a few years. To all, as to myself, I say this: remember the glory and benediction of our sunsets of what have been, not only as a fragrant

memory, but as a compelling impulse so that the dawn will break on still wider horizons and N.A.L.G.O. will be ever more and more the Light and Leading of Public Service and Common Weal.

May the coming year to all our branches see every member (and present non-member) pulling her and his full weight in the true N.A.L.G.O. spirit, as without such (your) inspiration, your leaders must fail in their ideals. The following gleanings have helped me many times: "When he bounced heavily on the hard earth of disappointment, he bounded lightly back into the air of hope."

F. MARSDEN, *Vice-president.*

CHRISTMAS, 1931, marks the closing of a year which in the events of recent months has shown itself to be an outstanding year in our national life. Dark clouds are now overshadowing us, but these will pass away. Our attitude towards the difficulties of to-day will have a tremendous effect upon the problems of to-morrow. "In quietness and confidence shall be our strength."

In Local Government the future is pregnant with great and far-reaching developments. My message therefore is a plea for continued support in the consolidation, development and advance of the educational activities of N.A.L.G.O. in order that these may be helpful in the fullest sense in preparing young Local Government Officers to meet ably and efficiently all those demands which will be made upon them in the days to come.

EDGAR W. B. ABBOTT, *Vice-president.*

WHEN a new year approaches, it is customary to review the past and to look forward with hope to the future. During the past twelve months N.A.L.G.O. has grown phenomenally, both ethically and financially, for which growth we have to thank not only the official headquarters, but also the numerous guild secretaries, treasurers, departmental secretaries and local correspondents.

Whatever may be one's position in the Local Government Service, he should be mindful of the fact that although those in the highest sphere of life have the largest province in which to do good, he is not highest who fills the most exalted position, but he who does his part best. We can all do something to further the interests, aims and objects of our great organisation.

WILLIAM E. LLOYD,
Honorary Treasurer

I SEND to all my colleagues and friends in N.A.L.G.O. my hearty greetings for Christmas and the New Year. In the anxious and difficult times through which we are passing it is more than ever essential that we should stand by our Association and one another. In the long run we shall receive from the authorities we serve and those they represent the treatment and the credit which our services deserve. Our future is in our own hands. Let us face it with courage and confidence.

CECIL G. BROWN,
Honorary Solicitor for Wales.

AS the most northerly representative of Local Government on the N.E.C. and one whose Scottish constituents are largely situated in small and isolated groups, I would express the wish that, during the coming year the unity and solidarity of the services to which we are proud to belong should be still further strengthened, so that we can face the troublous times ahead in the confident belief that our efficiency may help the nation to brighter times.

G. S. FRASER,
Honorary Solicitor for Scotland.

Christmas Greetings, 1931

ALL must realise that during 1931 new milestones were passed and new achievements recorded. For these happy results real and hearty congratulations must be offered to every loyal friend. For the unwearied service rendered in season and out of season, for the energy, the ability, and for the very warm spirit of comradeship, we owe more than we can express to all our branch officers. For the generous and willing co-operation of every true "Nalgoite" we give the highest appreciation.

Let us resolve—every man and every woman of N.A.L.G.O.—that 1932 shall be a year of yet more glorious achievement.

A. G. M. ARCHIBALD.

TO all fellow officers throughout the Local Government Service I tender hearty greetings and best wishes for a Happy Christmas and Prosperous New Year.

Recent times, with their economic difficulties coupled with important legislative changes, have made heavy claims upon the Local Government Officer, and with the greater responsibilities which devolve upon the Service, there may still be difficult times ahead; but with the powerful instrument of N.A.L.G.O. to guide and help, with the Association's educational policy and its high ideals of service and devotion to duty, I have no doubt whatever but that the Local Government Service will reach a still higher plane and obtain recognition as a national asset. May 1932 see prosperity restored to our country and happiness to its people.

J. E. GEE.

MY message to my fellow men and women in our vast association is one of Hope. Hope that the great and grave problems of the country's immediate past, as a result of which most people—including the Local Government Officer—have been called upon to make many sacrifices, may in the New Year be wholly or partially solved, and that in the solution of those problems we may see a return to happiness and prosperity, in which the Local Government Officer, having made his contribution to the common good in the time of need, may be permitted to share.

W. H. WHINNERAH.

TO wish my colleagues a Happy Christmas and a prosperous New Year sounds somewhat hypocritical when sacrifices, many of them heavy, are being made on the altar of "economy," and payment of increased Income Tax is being demanded, but I do express the hope that the New Year will bring brighter days to all of us and that our great Association will play its part in leading the Service to better times.

J. W. WILKINSON.

TO the readers of the LOCAL GOVERNMENT SERVICE who are members of N.A.L.G.O. all good wishes for the Festive Season and the New Year. May the "cuts" you have suffered quickly heal. To the non-members of N.A.L.G.O. may I suggest that the best way to ensure a Merry Christmas and a Happy New Year is by joining the Association at once.

GEO. C. V. CANT.

TO the members and their friends, the boys and girls and little children who spent a happy holiday at Croyde Bay, and to those who contributed to their enjoyment, I wish them a Merry Christmas and a Happy New Year.

W. G. AUGER.

I SINCERELY hope that every member of N.A.L.G.O. will have a very joyful Christmas and that the coming year will bring much happiness and prosperity to each one of them.

A. DENTON OGDEN.

FROM year to year our Association has grown in influence and strength, and the value of these qualities has never been so marked as in the present economic crisis.

Whatever the degree of sacrifice made by Local Government Officers (and there have been many degrees, but none less than that of the ordinary citizen), and whatever problems these officers may be called upon to deal with in the coming year, Local Authorities can depend upon that unswerving loyalty which is one of the distinguishing characteristics of the Local Government Officer.

Let us hope that the dawn of 1932 will reveal to those who are not members of the Association, that they can no longer afford to remain without its membership and among the minority of those in the Service.

JOHN CHASTON.

I SHOULD like to extend the heartiest Christmas greetings and the best of New Year wishes to all my fellow officers in the Local Government Service. We have been passing through difficult times, which are not yet over, but whatever our circumstances and in spite of the "economy" cry we all at this season have feelings of goodwill and the desire to give a helping hand where it is needed. The wonderful work of the National Association of Local Government Officers in looking after our interests in countless directions should be remembered with gratitude; our whole strength should be directed to pulling our weight in N.A.L.G.O. and helping it on to prosperity and good works.

M. O. McAULIFFE.

MY heartiest greetings for Christmas and best wishes for the New Year to all members of N.A.L.G.O. Throughout the whole Service may the goodwill of the season continue always in our midst, encouraging all in energetic and praiseworthy effort for the good of others. In proportion to our efforts towards goodwill our difficulties disappear.

John Masfield says: "Money moves much, but goodwill moves all things, where there is a will there is a way; where there is a lofty will there is a highway." May we of N.A.L.G.O. travel the "highway" in 1932.

GERTRUDE FRANKS.

THERE is a wonderful suitability in the order of things towards the year end. Christmas festivities, a few days for recovery, dying-year thoughts and the fresh, clean page of New Year's resolutions. Excellent! Tennyson, when he wrote in the last poem of his collected works:—
Sunset and evening star
And one clear call for me!

was thinking of his end, but in wishing your readers every happiness at Christmas I beg them to remember the one clear call to N.A.L.G.O. for unity, such unity as will alone bring prosperity to our Association in 1932—and after.

JOHN SINGLETON.

HAPPY DAYS! Good wishes, a new joyousness, a nobler emotion (when emotion is no longer fashionable) come to most of us as Christmas and the New Year approach.

As 1932 will be a testing time for the nation, so will it also be for N.A.L.G.O. Let us therefore resolve to make the organisation even stronger; advertise its value; prove to those without the benefits to those within; and rest not content until every official, chief and junior, is taking his or her share in maintaining and improving the reputation of our great Association.

C. A. W. ROBERTS.

I AM indebted to the Editor for this opportunity to express to the members of the Service the conventional, but none the less sincere, wish that they may have "A Merry Christmas and a Happy New Year."

The past year has been one of astounding progress; the inevitable difficulties arising out of the amalgamation of the N.P.L.O.A. have been almost completely and triumphantly surmounted, and the Association has entered upon a new and significant era of influence. A contemplation of this amazing progress may incline to arrogance (which heaven forbid), and to the equal danger of self-satisfaction, with its attendant evil. We may permit ourselves to be pleased—but we can never be satisfied until the organisation really represents the Local Government Service in its entirety.

Good hunting!

TOM PERCIVAL.

IN this message to my colleagues I express the hope that prosperity may again come to this land of ours, that work may abound, and that the kindest of feelings one toward another may prevail. Local Government Officers carry out their duties faithfully and fearlessly without reference to politics, so that one can reasonably request that their services shall never be made the shuttlecock of party politics.

So long as Public Administration remains as pure as it is to-day its permanent officers should be adequately remunerated, and their positions be made as secure as their colleagues in the Civil Service.

WM. W. ARMITAGE.

MY message is one of good cheer and a call for increasing pride in our great Association, whose devoted leaders by their ability, courage and enterprise have rendered possible the phenomenal progress which the Association has made. Need I say that further increase in membership means greater and still greater prestige and power.

To every member and every prospective member I wish a Merry Christmas and—

"A guid New Year tae ane and a'
And mony may ye see,
And during a' the years tae come
Oh happy may ye be."

HUGH BEGG.

THE events of this closing year have a message for each Local Government officer. Be prepared. Do not rest in any sense of security likely to be encouraged by membership and possessions. We do not know what the future may hold for the service. Storms arise from unexpected quarters, so strive that your branch should be 100 per cent. in membership and alertness.

F. J. WILLETT.

TO all my fellow members, greetings! "The best wishes that can be forged in your thoughts be servants to you."

In these anxious times my thoughts are turned more particularly to the junior members of our Association, but if proof were needed the last few months have surely shown the regard that N.A.L.G.O. has for the welfare of the underdog. Therefore, I would say to each in the words of Shakespeare:—

Cheer your heart,
Be not troubled with the time which drives
O'er your content. . . .

A. G. BOLTON.

Christmas Greetings, 1931

MAY Christmas and the New Year be full of happiness to all.

I would add a message from experience, especially to younger members. In this period of anxiety for the nation and individuals, many will be hard pressed, but there are responsibilities that must be faced. There are many services provided by the Association to meet your needs, and I urge you to use the opportunities afforded to the utmost extent possible, whether for education, sickness benefit, insurance, holidays, or other purposes. This action will secure benefit for yourselves and those with whom you are in co-operation.

JOHN T. BAKER.

TO all my colleagues in the Local Government Service I offer heartiest greetings, and the best of good cheer for Christmas and the New Year.

Although the word "economy" is very predominant, there is no occasion to be pessimistic or gloomy. In the difficult times ahead, local government will rely more and more on the administrative efficiency and technical skill of every Local Government official. Let us, therefore, in the New Year resolve to devote ourselves anew to the Service and to the cause of N.A.L.G.O., and as a result of such service, happiness will surely follow.

F. A. GIBBS.

LET the spirit of good fellowship and service, prevalent at Christmastide, extend throughout the whole year.

ARTHUR PINCHES.

DISTRICT MEETINGS

EAST MIDLANDS

The East Midland District Committee met at the Guildhall, Northampton, on Saturday, September 26. Mr. J. W. Sharpe, Northampton, presided, supported by the president of the District Committee, Mr. W. R. Kew, Town Clerk of Northampton, and Mr. J. Chaston, Clerk of the Kettering Urban District Council.

Mr. Chaston reported fully on the special meeting of the National Executive Council held on September 19, when the Ministry of Health's Circular 1222 and the National Crisis were considered. Reports were also received from representatives of branches on the attitude being adopted by their Councils. Miss F. R. E. Davies (Notts C.C.), Mr. J. Chaston (National Executive Council), Mr. W. G. Key (Lindsey C.C.), and Mr. J. W. Sharpe (Northampton) were appointed to represent the District Committee on the East Midlands Regional B. and O. Committee.

WEST MIDLANDS

A meeting of the West Midland District Committee was held at the Guildhall, Worcester, on October 3, Mr. Frank Gee, Borough Treasurer of Shrewsbury, presiding.

Reference was made to a recent appointment where the salary advertised was inadequate, and general conditions of service bad. The Committee expressed the opinion that where conditions were considered by the Association to be entirely unsatisfactory, they should publish a note in the official journal, and if necessary, advertise in the service journals, urging members to communicate with the general secretary before applying for appointments. In the particular instance, the Committee approved the action taken by headquarters, and expressed regret that a member in the district had accepted the post.

A long debate ensued on the reduction of salaries and the Ministry of Health Circular 1227. There was felt to be a real danger that officials might be unfairly treated, though the authorities in all cases reported, were consulting their officers. The changed circumstances resulting from the abandonment of the gold standard, it was argued, called for caution, and further, care should be taken to safeguard the superannuation rights of officers nearing the retiring age.

AT no time is it more essential that Local Government Officers should be united. The crisis through which the country has passed, and is passing, makes the position of Local Government officers a most difficult one, and every effort should be made by the secretaries and officers of branches to see that a 100 per cent. membership is realised.

The National Executive Council and the Headquarters Officials are always anxious and willing to support branches in any difficulties that arise, but it is also only fair to expect that these branches, on their part, will assist by obtaining as large a membership as humanly possible.

D. LLEWELLYN GRIFFITHS.

From the Editor, LOCAL GOVERNMENT SERVICE

DECEMBER draws to a close and a year of arduous labour ends. The worth of a sound and vigorous professional organisation has been demonstrated wherever the Local Government Officer pursues his avocations. Dangers that were oppressive a few months since have been turned aside or diminished. On the score of our work and because our labour has been directed to ends that are useful, we can, each one to the other, with consistency proclaim our desire that this season shall bring happiness.

For twelve months N.A.L.G.O. has striven to fulfil our present hope that in the year before us all our members may enjoy prosperity, peace in the daily task, and that serenity which comes from a sense of work faithfully performed.

Your success in 1932!

IF there is any message that I can send to our members, it is that unity and co-operation in the Service are more than ever necessary. The outlook, nationally and locally, is uncertain and unpromising and the necessity of one voice (and that a strong voice) to speak for the Service is greater than it has ever been. Therefore, let us in each branch seek to remove any difficulty that is standing in the way of a 100 per cent. membership and so present a united front.

J. H. STONE.

From the General Secretary

ITAKE the opportunity of expressing my personal thanks to all Branch and District Committee honorary secretaries and to the other voluntary workers, upon whom I depend so much for the successful organisation of this great Association of ours. I marvel sometimes at the readiness with which they respond to the communications and requests for information that are addressed to them, but I feel sure they know that we do not trouble them any more than is absolutely necessary.

I wish them all a Very Happy Christmas and a Bright and more Prosperous New Year!

L. HILL.

Your Welfare!



HEADQUARTERS AND BRANCHES

List of Recent Communications sent from Headquarters to Branches.

OCTOBER 21.

Circular No. 65/B. and O.

- (a) Regarding the supply and sale of "Help Yourself" Annuals;
- (b) Intimating that the procedure to be adopted with regard to Christmas Boxes, to which sellers of twenty Annuals are entitled, would be to authorise the dispatch of Christmas Boxes this year in response to definite requests only;
- (c) Forwarding Supplementary List No. 3 of *Proposals and Decisions* with regard to salaries on the grounds of national economy;
- (d) Forwarding Minutes of Proceedings of the 14th Annual Conference.

Circular No. 66/Gen.

- (a) Giving the Legal Opinion of the Hon. Solicitor for England on the question of the legal liability of District Committees and Branches regarding Thrift and similar schemes;
- (b) Forwarding copy of the Minutes of the Annual Conference held in Edinburgh at Whitsuntide, 1931.

OCTOBER 22.

Circular 67 D.C. (To District Committees).

Forwarding copy of a scheme drafted by the Metropolitan District Committee regarding the formation of a National Sports Council, and requesting District Committees to forward their observations thereon for the information of the National Executive Council.

OCTOBER 30.

Circular No. 68/Gen.

Forwarding list showing *Decisions* of local authorities who have dealt with the question of salary reductions on grounds of national economy and requesting branch secretaries to notify the Divisional Organising Secretaries of any corrections, proposals under discussion, or any further final decisions.

Circular No. 69/B. and O.

Regarding the sale of "Help Yourself" Annuals.

NOVEMBER 6.

Circular No. 70/Gen.

Enclosing specimen copy of the Nalگو Diary 1932, and asking Branch Secretaries to pass it round to the various departments and forward the branch order to Headquarters as soon as possible.

Circular No. 71 B. and O.

- (a) Regarding the sale of "Help Yourself" Annuals;
- (b) Forwarding Supplementary List No. 1 showing *Decisions* of local authorities who have dealt with the question of salary reductions on grounds of national economy.

NOVEMBER 11.

Circular No. 73 N.P.S.

- (a) Enclosing six copies of the new Insurance Prospectus dealing with all classes of insurance now transacted by N.A.L.G.O., and also requisition form for literature and proposal forms;
- (b) Reminding local correspondents that Householder's Comprehensive Insurance Policies become due on December 25 next, and suggesting that proposal forms be circulated in order to secure this business.
- (c) Urging that a final effort be made during the remaining six weeks of the year to make the 1931 campaign a record success.

NOVEMBER 13

Circular No. 72/B and O.

Directing attention to the appeal made by the chairman of the B. and O Management Committee

in the August issue of the LOCAL GOVERNMENT SERVICE for further assistance, and in view of the approaching social season asking that wherever possible dances, whist-drives, etc., be held in aid of the fund.

Circular No. 74 B and O.

Regarding the sale of "Help Yourself" Annuals.

Circular No. 75/Gen.

Correction to the statement issued with Branch Circular No. 52/Gen. on September 19 regarding remuneration of Civil Servants.

Forwarding Supplementary List No. 2 showing *Decisions* of local authorities who have dealt with the question of salary reductions on grounds of national economy.



SIR E. HILTON YOUNG
(Minister of Health)

The Rt. Hon. Sir E. Hilton Young, the present Minister of Health, has represented the Sevenoaks Division of Kent in Parliament since 1929. Educated at Eton, Trinity College, Cambridge (M.A. 1907), he was called to the Bar, Inner Temple, in 1904 and practised in the King's Bench Division and in the Oxford Circuit. He first entered Parliament in 1917 as a Liberal, representing Norwich, having previously contested East Worcester and Preston. Having served throughout the war with distinction—he was awarded the D.S.O., D.S.C., and Croix de Guerre—Sir Hilton was appointed Financial Secretary to the Treasury (1921-2). He represented Britain at The Hague Conference on International Finance and was a member of Financial Missions for the British Government to India, 1920; Poland, 1924, and Iraq, 1925 and 1930. He holds directorships of the Southern Railway and the English Electric Company.

NOVEMBER 19.

Circular No. 76/Gen.

Regarding the sale of N.A.L.G.O. diaries for 1932.

Forwarding Supplementary List No. 3 showing *Decisions* of local authorities who have dealt with the question of salary reductions on grounds of national economy.

Circular No. 77/Gen.

Requesting that Branch Summary Sheets and Balance of Subscriptions be forwarded by end of November.

Circular No. 78 B. and O.

Regarding the sale of "Help Yourself" Annuals.

SALARY DEDUCTIONS—

On September 30, a summary of information with regard to proposals and decisions on the subject of deductions on grounds of national economy, running into eleven foolscap pages, was sent to all branch secretaries and supplemented on three occasions by additional information.

On October 30 there was issued the first statement relating only to *decisions* of local authorities, these decisions being grouped according to classes of authority.

This information, which has been supplemented weekly, has been useful to our members, combined with other information circulated to the branches which had any bearing upon the same subject. It is interesting to review the decisions which had been circulated up to and including supplementary list No. 3 dated November 19. They cover 377 local authorities in England and Wales as follows:

Deductions made	166
No deductions	92
No deductions at present	17
	— 109
No action taken	41
No action at present	8
	— 49
Deferred or adjourned	53
	— 377

In Scotland deductions have been reported under sixteen authorities only.

Since the emergence of the national economic crisis every resource of the Association has been utilised to the utmost in guiding and assisting members during this very difficult period. The figures given above indicate the very large measure of success that has attended those efforts.

A vast amount of work has been put in by the officers and executives of branches in dealing with the problem locally, and the Association generally, and the local members in particular must recognise and feel gratitude for what has been done.

It must be realised that even in those cases where deductions have been made they are, as a rule, far less drastic than originally proposed. In many cases a certain amount of the salary is exempt from deductions, and the incidence has been graduated to mitigate the full effect that otherwise would have had to be borne. Generally, it has been arranged that superannuation rights shall be preserved and that the deductions shall only apply for a specified period and may be reviewed if circumstances should so warrant.

The cost-of-living is now moving, and before the year is out a more decided upward curve can be expected. Many authorities who have adopted temporary "sacrifice" schemes with provision for review in case of an increase in the cost of living will no doubt have to reconsider their schemes before Easter. Those who have been wise enough to defer consideration should now feel content.

OFFICIAL VACANCIES

Advertised in the *Municipal Journal* during November and still open for applications at the time *Local Government Service* went to press. The last date for the receipt of applications is stated.

ELLESMERE PORT AND WHITEY (U.D.C.).—Additional Sanitary Inspector, December 12. Apply, Thomas W. Francis, Clerk to the Council, Council Offices, Ellesmere Port.

BARNESLEY (C.B.).—Medical Officer of Health, December 7. Apply, A. D. Mason, Town Clerk, Barnsley.

SURBITON (U.D.C.).—Clerk and Solicitor, December 3. Apply, C. Edgar Shelley, Clerk to the Council, District Council Offices, Surbiton.

PADDINGTON (M.B.).—Sanitary Inspector, December 3. Apply, W. F. Abbas, Town Clerk, Town Hall, Paddington, W.2.

BANBURY (B.).—Town Clerk, December 8. Apply, Arthur Stockton, Town Clerk, Municipal Buildings, Banbury.

HOW NATIONAL ECONOMY AFFECTS THE LOCAL GOVERNMENT OFFICERS

By SIR ROBERT DONALD, LL.D.

LOCAL government officers, who responded readily to the government's appeal to contribute their share of sacrifice in the national emergency, are naturally anxious to know how their future prospects will be affected. The promptitude with which N.A.L.G.O. acted as the guardian of their interests, was the means of establishing a policy which has been accepted by many local authorities.

The effect of the economy campaign is that for the time being there is a stoppage, or slowing down, of public works which were not urgent, but the duties of the officers will not be lessened by these arrangements. Things will simply not expand. The loss to the community from the stoppage of public works will be less employment, which may react—unless there is a sudden revival in industry—on national or local expenditure in another way.

The economy campaign was hurriedly undertaken and the result of haphazard decisions sometimes means a transfer of expenditure from national to local taxation. There is no saving on balance. The readjustment of school grants, for instance, has the effect of penalising the more efficient authorities for the benefit of the less efficient. If unemployment shows, statistically, a reduced call upon the national purse, the saving thus effected may reappear in the cost of public assistance.

In the sphere of social services and in public health, the only economy of any consequence must be in administrative salaries. And as was pointed out in the last issue of LOCAL GOVERNMENT SERVICE, if salaries of about £260 a year are cut, the officers will be thrown into the insured class and the obligations of the authority increased, thus diminishing the saving.

The policy of marking time cannot be applied to all services. Public utility undertakings cannot stand still. Electricity and gas undertakings, transport, water supply, etc., must be developed to meet demands. Advantage would be taken of a short-sighted policy in regard to capital expenditure for necessary extensions by the reactionary elements in order to show that municipal trading did not possess the same elasticity and initiative as private enterprise. Housing schemes, although local authorities are still far behind in meeting requirements, as well as slum clearances, will be slowed down; but delay for any length of time will be reflected in the increase of disease and in a rise in the death rate—costly dividends which local authorities must meet. It will be the same in regard to expenditure on education. Some authorities have cancelled schemes for the erection of new schools: either these schools were or were not neces-

sary. If they were, the failure to provide this new necessary accommodation will mean larger classes and more congestion. All this does not mean that there is not scope for economy. There is no authority, department, or company which could not on an inquest, discover how savings could be affected. There are always things which can be sacrificed—for a time—and increases due on salaries which can be postponed.

Local authorities may find that new duties will be thrown upon them by the government acting by orders in Council, under the National Economy Act. It refers specifically to "imposing duties on local authorities in connection with the administration" of education, police, roads, etc. But there are other duties in prospect. The N.A.L.G.O. Executive Council, therefore, showed foresight in laying down a policy which its members should follow. Cuts now made should be treated as emergency, or temporary, deductions, and subject to revision. The National Government will make vast changes in economic policy. Import duties, or protection, will almost certainly be accompanied in some cases with the control of prices, and the State will look to the local authorities to carry out the regulations. This means a large

extension of administrative functions.

What will happen, for instance, should the cost of living increase—a contingency which is highly probable? And how will the cut in salaries affect superannuation? Superannuation provisions are not uniform. It is fortunate that local government officers possess in N.A.L.G.O. a powerful all-embracing organisation which can use its influence in protecting their interests. Its policy will maintain contentment and the zeal of local government officers.

British local government is carried on by a body of men unequalled in any country for their integrity, their loyalty to the community and devotion to duty, which cannot be measured by, nor does it depend upon, the remuneration which they receive. It would be unfortunate if these admirable virtues were exploited in the campaign for economy. Deduction from salaries which now have to be made will not be reflected in any way in their duties: the officers will put in as much overtime, if necessary, as always, exercise as much patience in dealing with irritating problems, but there should be some assurance that sacrifices conceded in an emergency will not in any way be prejudicial to security and the prospects of the men and women in the service.



A Seasonable Outlook.

View from N.A.L.G.O. House, Matlock.

SERVICE CONDITIONS IN THE IRISH FREE STATE

BY A DUBLIN CONTRIBUTOR

WHILE the Civil Servants of the Irish Free State have been much in the limelight, the uneasiness in the ranks of the officials of local authorities has received little or no attention. In a recent issue of *The Local Officer*, the official organ of the Irish Local Government Officials' Union, attention is drawn to recent High Courts decisions which will, in all probability, have seriously adverse effects upon the salaries and service conditions of all officials of Free State local authorities. At a moment when farmers in all parts of the Free State are complaining of the tremendous burden of local rates it is feared that these judgments will be used as a lever to force salaries downwards.

"At last," says *The Local Officer*, "the long-drawn 'test-case,' by which the Union sought to challenge the power of the Minister for Local Government and Public Health to reduce the salaries of Local Government officials under the provisions of the Local Government (Temporary Provisions) Act of 1923, has come to an end against the contentions of the Union. On July 23, Justices Johnston and Meredith gave their reserved judgment against the Union in the case of *Kelly v. Ballinasloe Mental Hospital*. The High Court, therefore, confirmed the decision of Judge Power, who dismissed the civil bill against the County Councils of Galway and Roscommon in respect of salary alleged to be due because of a reduction between the years 1926 and 1928. The amount sought to be recovered was £86 10s. 1d., and it was contended that the Minister was wrong in law in exercising his alleged power under Section 15 of the Act of 1923. In the outcome, the High Court has decided that as the Minister's Order had been accepted by the Committee of the Mental Hospital, and as the matter was governed by recent decisions of the Supreme Court, the salary reductions had been legally made.

MINISTER'S POWERS

"It is thus held that the letter from the Minister for Local Government and Public Health in May, 1926, was a proper exercise of the power which he in fact possessed. When counsel for the Union asked for a certificate on which he could appeal to the Supreme Court, the application was refused. In delivering the considered decision of the High Court, Mr. Justice Johnston said they had considered that they ought to hold over their judgment pending the decision of the Supreme Court in the case of *Thistle v. The Monaghan County Council* and the case of *Woods and Others v. the Dublin Corporation*. Since judgment had been delivered in these cases he thought that the present appeal must be dismissed. It is of some interest to note," the editorial continues, "that the Chief Justice dissented from the decision of his colleagues in the Supreme Court and gave it as his opinion that Section 84 of the Local Government Act of 1898, did not give power to alter remuneration except by a dismissal and a new appointment."

It will be remembered that in a somewhat similar case in which the Grangegorman Mental Hospital figured recently, it was because of a flaw in the constitution of the committee at the time of a salary reduction that the affected officials were given a favourable verdict. Arrears were duly paid them after some sensational events in which there was talk of invoking the aid of the Sheriff.

"The effect of these cases," says *The Local Officer* editorial, "may have very disquieting reactions upon the officials of all local authorities in the SAORSTAT, but they will all do well to realise that a cause is never lost so long as there remains the will to fight for the thing that is held to be essential. In these cases the things that were held to be essential were that officials of local authorities, being statutory officers, are not removable at the will either of their employing

authority or the Minister for Local Government and Public Health, and that the salaries of such officers may not be reduced without their consent. . . . These decisions would seem to undermine the security which every official of a local authority has the right to expect, and which in fact every official of a local authority had believed that he possessed. There are in the service of our local authorities hundreds of the most brilliant and efficient officials to be found in any country to-day, and these officials have the right to security of status and salary as some small recompense for the many sacrifices they make in the service of the community. . . . That is surely not too much to ask for officials whose entire time, indeed, whose entire lives, are given to the benefit of the communities in which they live and work. Anything short of that will certainly not induce the willing service, freedom of initiative, and continuity of thought, that local government work demands from all who would undertake it. The official has not only to be the executive officer in this service; he has also to be the combined guide, philosopher and friend to his immediate employers of the local councils, and to the public which is his ultimate paymaster."

The decisions have come at an opportune moment. Local government officers can now be quite certain of the legal position with regard to status and salaries, and can move to have the decisions of the courts rectified in the new Local Government Bill which is to be one of the features of the next session of the OIREACHTAS. Local officials are often highly experienced and prominent politicians, and it is probable that much will be heard of their grievances in the immediate future.

HAVE YOU ORDERED

YOUR

Nalگو Diary?

(See page 309)

REJUVENATION

By Dr. Jean Fromusan. Price 7s. 6d. net.

John Bale, Sons and Danielsson, Ltd., London.

Translated from the fifth French edition, this book is an endeavour to prove that if we give ourselves a mental and physical "square deal" we shall prolong our lives, and that while gaining maturity and experience our life will be active, healthy and full of the vigour of youth. Jean Finot, in the preface, states, ". . . the value of human life in general and of experience in particular represents a factor of the highest importance. Everything which can assist in retarding the limits of unproductive old age, thereby extending the utilisation of the experience acquired, is destined to render inestimable services to all human communities from the moral and economic point of view." If Dr. Jean Fromusan's practical advice were followed, the term "unproductive old age" would soon become antiquated. "A man is as old as he feels; a woman as old as she looks." The author shows that to feel old and to look old are sins of which we are guilty through carelessness and our ignorance of the science of life.

D. J. P.

MOVEMENTS OF MEMBERS

Congratulations to Mr. W. L. Allen, City of Oxford, on being appointed Deputy Town Clerk to Eastbourne C.B.!

Mr. W. Radford left Notts C.C. for Kent County. He fills a vacancy in the Stores Department.

Mr. A. G. Crowley, Rugby, has been appointed to the Clerk's Department, Caterham U.D.

From Carshalton, Mr. E. W. Turner goes to Caterham and Waringham as First Assistant in the Finance Department.

Mr. R. A. Parker, Isle of Thanet, goes to Buxton Borough as Clerk in the Treasurer's Department, and Mr. B. J. Cox, East Sussex, to the Dorset C.C. as Clerk in the Accountant's Department.

Mr. Donald Gibson, Tynemouth, has been appointed Dentist under Hull Corporation.

Mr. R. H. Storer, Wallsend, is appointed Cleansing Superintendent under the Gateshead Council.

Mr. J. G. Riccalton, Wallsend, to Senior Audit Clerk under the Wallasey Council.

Mr. E. R. White leaves South Shields for an Accountancy Assistant post under the Newcastle-on-Tyne Council.

Mr. T. H. Higson, Buxton, has been appointed Engineering Assistant, Rivers and Sewers Department, Birmingham.

Dr. J. F. Davidson, Leicester C.C., is to be Medical Officer of Health, West Suffolk C.C.

Mr. W. E. Colston, of Smethwick, goes to Ilford as Sanitary Inspector.

Mr. and Mrs. E. J. Bricknell, Notts C.C., have obtained appointments at the Infirmary, Great Yarmouth.

Dr. Wm. Stott, West Bromwich, is the new Medical Officer of Health, Southwark.

Mr. Ieuan Evans's, Brecknock R.D.C., new post is that of Assistant Clerk and Financial Officer, Chippenham R.D.C.

Mr. A. N. Gegg, a Bolton member, has taken a post at the Gordon Road Institution of the L.C.C.

Mr. T. Pickering goes to Lancs C.C. as District Sanitary Assistant from Oxford.

The Surveyor to the Wath-on-Deane has appointed Mr. J. H. Crabtree, Bacup, a clerk in his department.

Wallsend Branch lose Mr. G. G. Riccalton, whose appointment as Senior Audit Clerk is announced.

Mr. B. H. Stroud, late of Oxford, has been appointed Accounting Assistant at Widnes.

The Eastern and Metropolitan Districts give notice of the following appointments: Mr. Norman Doodson, Middleton, to Finance Department, Surrey C.C.; Mr. D. J. Aspall, L.C.C. Industrial Colony, to Assistant Labour Master, London Road Institution, Coventry; Mr. E. W. Turner, Carshalton, to First Assistant, Finance Department, Caterham and Waringham; Mr. R. G. Parker, Bethnal Green, to Maternity and Child Welfare Clerk, Hackney; Mr. E. C. Martin, Kingston, to Deputy Accountant, Sutton and Cheam.

LOCAL GOVERNMENT ACT, 1929

ITS PLACE IN THE DEVELOPMENT OF LOCAL GOVERNMENT

by JOHN R. COCKFIELD, ASSISTANT TOWN CLERK, WORKINGTON.

Below we print another of the essays selected from those which received the commendation of Sir Arthur Robinson, Permanent Secretary, Ministry of Health, in his adjudication of the entries in the recent Nalگو Summer School Essay Competition. Like the essay by Mr. Hunt, of Chichester, which appeared in the November issue of LOCAL GOVERNMENT SERVICE, Mr. Cockfield's effort has been bridged, but its salient features have been preserved.—Ed.

THE claim made by Mr. Chamberlain when introducing the *Local Government Act, 1929*, into the House of Commons in 1928, that, when passed it would be "amongst the greatest measures which have been presented to Parliament for many years," goes unchallenged. The statement must not, however, be taken in too broad a sense, as its effect on the present-day practice of local government and the further development of local government administration is often exaggerated. Opinions vary with vocational and departmental prejudices. The transferred or retired official of the erstwhile Board of Guardians may look upon the measure as a most unnecessary piece of revolutionary legislation. On the other hand, the officer of the County Council or County Borough may look with approval on the Act, considering it essential for the proper functioning of modern local authorities.

Both officials are directly affected and thereby liable to biased opinions. Thus it is from those outside the more directly affected that one must turn for a less biased opinion of the place of the measure in the development of local government.

Local government belongs to those man-made institutions which are ever imperfect, and the Act of 1929 will take its place with the measures of 1834, 1835, 1875, 1888 and 1894, as a contribution calculated to bring it into line with modern demands, and to make local institutions less imperfect. In its own day the *Local Government Act, 1929*, is no greater than were the statutes mentioned above in their day. It is not even *primus inter pares*, but it is no less in importance than its predecessors.

England has had its local government since the ninth century—three centuries before the central administration as we know it to-day—and with the exception of the Hundred, the units of those days remain with us as the basis for the twentieth century. Whilst the Borough is a later creation, the Townships, Parishes and Shires still retain their places, with the District taking the place of the Hundred.

Its foundation is based on ancient principles which have so far stood the ravages and test of time, and only the structure and form of local government have changed, and will continue to change, with the evolutionary system of which it is a part and which it is impossible to avoid.

The "chaos of areas . . . authorities and . . . rates" which existed before 1883, when co-ordination of authorities seemed to be unknown, presented to the legislature of that time very little difference, in essence, from the confusion which the Royal Commission on Local Government found to prevail before the passing of the *Local Government Act, 1929*. And so the process will continue. The members and officers of local authorities of twenty or thirty years hence will, no doubt, find the then modern conditions require fresh legislation and the 1929 Act will take its place in the line following 1894.

It is proposed to consider the Act in its several parts in their relationship to the particular function affected thereby, and to discuss their bearing on what preceded, and what is likely to be subsequent to, them.

POOR LAW

The transfer of Poor Law functions to the Councils of Counties and County Borough was the object of Part I of the Act, and this is enacted in the first section, which is followed by a number of consequential sections.

English Poor Law administration dates back to the Elizabethan Statute of 1601, which instituted the Churchwardens of every parish as Overseers of the Poor. That there appeared to be no question as to the necessity for reform of the Poor Laws is evidenced by the fact that the question was raised in almost every session of Parliament from 1780 until the passing into law of the Act of 1834. The real reasons for the reforms seem to be more those of the proper and equitable distribution of financial burdens, and remedying what had become defective in local

as the work outgrew the parish, so it has outgrown the unions, and the area of charge and administration has now fallen to the counties and county boroughs. With a new code, efficient functioning and a tenacity for holding on to the reins once they have them, these authorities will, no doubt, give to their Poor Law work that expert attention and opportunity for natural and proper development which so successfully marks the exercise of the ordinary functions of English local government authorities, and which was the intention of the legislature when framing the Act.

HIGHWAY REFORM

Changes brought about by Part III of the Act are consequent upon the financial burdens on small authorities in the upkeep of roads in their areas by the increasing volume of vehicular traffic. The time was arriving and in some places had arrived, when local authorities had not the resources to maintain, in a proper condition, the roads for which they were responsible. This position would have been aggravated, particularly in rural areas, by the de-rating provisions contained in Part V, which produced a low rateable value to cope with high expenditure.

Improvement of the means of transport, and the necessity for speedier and safer road communications, has been the forerunner of highway improvement. Thus, following the introduction of the stage coach in the seventeenth century, the legislature gradually assisted in the betterment of highways by the passing of many Turnpike Acts.

The *Highway Act, 1835*, put the highways question on a sounder basis so far as local administration was concerned, and by that statute each parish was empowered to levy a rate to provide for the maintenance of the roads in its area. It did not take many years to realise that the parish was too small a unit to discharge efficiently the functions exercisable under the existing statutory powers, and the *Public Health Act, 1840*, gave to the Local Boards of Health the additional duties of Surveyors of Highways. With the creation of the Rural Sanitary District under the *Local Government Act, 1894*, the Highway Districts and the Highway Parishes were abolished; the road functions of the latter being taken over by the former.

The general position changed little from 1888 until the *Local Government Act, 1929*, became law. Then the growing volume of vehicular traffic and the increased amount of trade transport—with many of the smaller authorities bearing an unfair financial burden for upkeep—presented to the central Government the reason for further drastic and necessary changes in highways administration. The small authorities, particularly rural districts, through whose areas passed much heavy traffic, were unjustly saddled with an expense which, in equity, belonged to a wider area than their own. Parliament was not slow to remedy this inequality when the opportunity presented itself in the 1929 Act, and the highway powers of all rural districts, and all classified roads in other county districts, were transferred to the County Council.

Highway administration now rests upon a more equitable basis than before, and one can only question whether the area of charge as represented by the County Council and County Borough will one day prove to be too small for certain purposes. In France the administration of the great National Roads is centrally controlled by a Highways Department of the central Government. In Great Britain there seems to be a justifiable dislike for centralisation, but there appears to be good ground for believing that with the further development of modern methods of trade and private transport, so great a demand



MR. JOHN R. COCKFIELD
ASSIST. TOWN CLERK, WORKINGTON

government, than of reckless administration which could be checked locally.

With the passing of the nineteenth century the desire for the abolition of the *ad hoc* authority for purely local purposes has strengthened, and the Poor Law Unions of pre-1929 were easily singled out for extinction. The areas of the old unions were not in most cases coterminous with the areas of any other local authorities, and in many instances were totally unrelated to the boundaries of the counties and towns which they served.

Our local government system has developed by legislative sanction into a modern form, whilst the Poor Law system remained almost untouched for nearly a century. Demands were made from time to time on the Poor Law authorities which necessitated some action, and the sporadic development which ensued was unchecked and often undesirable.

The spectacle was that of two authorities operating in a single local government area, with one of them often overlapping into still other areas, and with their relationships hopelessly inconsistent. Boards of Guardians had certain Public Health functions which were also within the power of other local authorities to exercise, and in some areas identical services were concurrently rendered by both authorities to two sets of people, with manifest waste.

Poor Law development has been slow and, generally speaking, difficult to bring about, but

may be made for new and better constructed roads which would be of a national character, that the incidence of the cost of such roads and their upkeep would, of necessity, be borne by the State and administered by a Central Department.

The present method of paying substantial grants to local authorities to enable them to carry out large road schemes, with a measure of central supervision, is commendable, and more in accordance with the English tradition that local government functions must remain local.

TOWN PLANNING

As a matter closely related to the provision and maintenance of roads, town planning shares Part III of the Act with the sections relating to roads. Town planning is not a new subject, but legislative encouragement thereto has only been given in recent years. The town planning provisions of the 1929 Act again demonstrate the ascendancy of the County Council in matters which are regional in character, and the long-felt need for County Councils to be able to take a formal and authoritative part in the preparation and administration of town-planning schemes is satisfied for the time being.

Town planning is always a slow business in England as in many old countries, but the 1929 Act gives some help in the direction in which it is needed for quicker and more definite action.

RATING RELIEF: EXCHEQUER GRANTS

On the last page of Vol. 11 (1903) of Redlich and Hirst's "Local Government in England" it is prophesied that "it is in the relation between imperial and local finance and in the system of rating that fundamental reforms are to be expected in the near future." The prophesy has been fulfilled and the system of local finance and imperial contributions for local purposes has entirely changed since those words were written. It was the financial problem of local government which had more to do with the origin of the *Local Government Act, 1929*, than any other aspect of the matter. The *Rating and Valuation (Apportionment) Act, 1928*, paved the way and provided the machinery to enable rating relief to be effected.

Industrial depression which followed the War was added to by the incidence of local rates upon the heavier industries, and the increase in Poor Law costs, due to the unemployment, particularly in iron and steel areas, had a weakening effect on these industries. The high cost of local administration which had to be borne in a large measure by industry led to an increased cost of production, and in the vicious circle which was created, to still greater unemployment and higher costs.

Part V of the Act of 1929 was framed to relieve industry and freight transport undertakings of three-quarters of their burden of rates, and in this de-rating process, agricultural land and buildings enjoyed a part, the remaining one quarter of rates payable thereon being entirely removed.

Relief from rates necessitated an adjustment between the fiscal relationship of the central Government and the local authorities, owing to the shrinkage in rateable value of local areas, and the opportunity was taken to overhaul completely many of the old complex methods of grants-in-aid, and to substitute the General Exchequer Contribution for the discontinued assigned revenue grants, certain percentage grants for health services and classification grants for roads.

The new method, though it at first sight appears as complex as the former, is a more equitable process intended to abolish the proved inequalities of the old system as it was represented under the new economic conditions which have followed the Great War.

PUBLIC HEALTH SERVICES

More than one reason existed for the changes which the *Local Government Act, 1929*, brought about in the field of public health. The transfer to the County Councils and County Borough Councils of the responsibility of the Poor Law authorities for the exercise of certain public health

functions necessitated a survey of the prevailing methods. It was desirous that public health functions should be transferred to public health authorities and that, as an example, the care of destitute mothers and young children should be undertaken by the maternity and child welfare authorities. All the local functions in respect of maternity and child welfare, notification of births, supervision of midwives and school medical services, obviously belong to one authority, and the Act gives encouragement to this idea.

The specialised treatment which is so necessary in certain cases, such as venereal disease, tuberculosis, mental deficiency and surgical cases, required a larger area of administration if the proper skill to deal with such matters was to be obtained. A further important step is the effort to secure that the appointment of Medical Officer of Health shall be held by a person giving his full time to the duties of the office, and the County Councils have to consult with the County Districts to this end.

That part of the *Local Government Act, 1929*, which deals with the alteration of boundaries, carries out the recommendation of the Royal Commission on Local Government, and it is now a duty devolving on the County Councils to make a general review of the districts comprised in their administrative areas, excluding the County Boroughs.

County Councils have, since 1888, had the power to alter districts and parishes, but that power did not extend to non-county boroughs which now come under the review. The expen-

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sive and long-drawn-out method of extending the boundaries of boroughs is to some extent modified by the present proposals, and non-county boroughs which have a sufficiently good claim to adjoining areas will, in practice, be in a position to present their case to the County Council to effect the desired change under the Review of County Districts clauses. The dominant consideration is to secure the well-being of the community by promoting efficient and stable local government, with the elimination of redundant and inefficient areas.

Numerous other sections dealing with transfer of property, liabilities and officers, lending and borrowing, the power of the Minister of Health to require returns to be made, are spread throughout the Act and form interesting links in the long chain of sections which has been welded to help to keep local government a living thing capable of natural development to meet the demands of modern communities.

Two points in the *Local Government Act, 1929*, stand out prominently to the author. One is the height to which the administrative counties have attained and the other is the increased power of the Minister of Health in matters of local government. To the older school of administrators, local government is losing its local "flavour" as they visualise the County Councils

(Continued foot of column 3).

OBITUARY

MR. J. T. COWDEROY

We regret to record the death of a well-known Worcestershire official—Mr. J. T. Cowderoy of Kidderminster. Mr. Cowderoy was Chief Sanitary Inspector at Kidderminster for forty-six years, and for many years had been hon. treasurer of the Kidderminster Branch.

MR. H. L. WHATLEY

Mr. H. L. Whatley, for many years Clerk and Solicitor to the Malvern U.D.C., and a member of the Association, died recently.

MR. R. W. LOWE

West Bromwich officials have lost a colleague in the passing of Mr. Richard W. Lowe, Assistant Secretary to the Education Department. Mr. Lowe began his local government service in 1882 and was appointed Assistant Clerk to the School Board in 1889.

MR. A. FALLOWS

Mr. Abraham Fallows (57), manager of the Barnsley Corporation Baths, died recently at his home. Mr. Fallows was a past president of the Baths Superintendent's Association.

MR. A. W. McLEAN

With regret we record the death, after a long illness, of Mr. A. W. McLean, who held the position of Junior Engineering Assistant in the Borough Engineer's Department at Jarro.

TRANSFERRED OFFICERS

A joint meeting between the Executive Committees of the West Riding Joint Council and the Joint Industrial Council for Non Trading Services (Manual Workers) was held recently to consider the position of the intermediate classes of transferred officers. Further information is to be obtained and another meeting held at a later date.

swallowing up the smaller areas by legislative sanction, and county government is not local government as they understand the latter term. And one is inclined to go part of the way with them.

Local government has its psychological aspect, and what one may call the "Town Hall spirit" (which is very different from the "Parish Pump attitude") will gradually disappear if county districts are to be stripped of their more important powers in favour of the County Councils. Local government would in such circumstances cease to be, and Area and Regional Government would take its place, with the resultant apathy of the electors, as is exemplified even to-day in the polling percentages for County Council elections.

That is only one side of the picture, and the prejudice against increased county government at the expense of the County District may disappear in time. Regional government for specific services is almost certain to arrive. Town planning has already been mentioned, and the impetus which has been given to electricity supply by the establishment of the Central Electricity Board is further evidence of the trend of the times.

Efficiency must predominate, but wanton, cold, unemotional stripping of powers and extermination of authorities with little regard for that very real and present thing—"the wishes of the inhabitants"—is to be resented if local government is to survive and remain that living thing in the communal life of the people which it should be.

One could not close in a better way than by quoting paragraph 3 of the Ministry of Health's General Circular 1000 on the *Local Government Act, 1929*, which states:—

"It is evident that an Act of this kind cannot be judged merely by reference to the actual changes which it introduces into the administrative and financial arrangements of local authorities or their relations with the central Government. Behind such matters as these lies the question of the spirit in which the Act is administered, and the extent to which use is made of the opportunities provided by it for the development of sound local government and finance, and particularly of the public provision for safeguarding and improving the health of the people."

FRIENDS AMONG VACANCIES

By S. I. EDWARDS, Guildhall, Bristol

NO two men could be greater friends than were Castle and Trent; no one could be a more enthusiastic local government officer than either of these two members of the staff of the Fairbourne Education Committee. It had been the same ever since they both began as juniors in the office at the age of sixteen, fresh from school and their matriculation examinations, keen youngsters, friendly in promotion rivalry, firm in friendship. If Castle thought a certain office method was right, then one could be sure that Trent was of the same opinion. Should one happen to get behindhand with his work, then the other would make a point of staying until the task was up to date.

The names of Castle and Trent were more often coupled than any other two names in the office—not excepting those of the Director and his assistant. As soon as they were in their twenties they both decided to enter for the Chartered Institute examination; both passed the Intermediate together, and both came through the Final with honours.

At the age of twenty-five, Castle took a step that, for once in a way, Trent did not see fit to follow—he married, and Trent was the best man. This difference in state in no way affected their friendship, and two years afterwards Trent advanced so far in the path of his fellow local government officer as to become engaged, but was of the firm opinion that he would not be able to marry until he was in Grade "C" of the salaries scale, Trent and Castle both being at the top of Grade "B." After a while Trent's decision as to the "marrying" salary was confirmed by confidences from his friend, who, now speaking as a family man, found it somewhat difficult to make both ends meet.

It happened that owing to a retirement a Grade "C" vacancy occurred, and, in accordance with rule, the post was to be filled by someone already on the staff and in a lower grade. There was no doubt at all among the staff that either Castle or Trent would get the vacancy, for both had the necessary qualifications and the good opinion of the committee; as to exactly which of them it was an absolute toss-up. Brown, from the Staffing Department, was a very mediocre third favourite. And on the day when the vacancy was announced arguments were rife in the Education Department as to which of the two friends would be the lucky man. Castle or Trent, one couldn't really say which.

With the official notice of the vacancy before him, Trent thought the matter over. He knew only too well that it was simply a question of either Castle or himself. And yet . . . Going home that evening he waited at the usual place

for his fiancée, a typist in the Town Clerk's office.

"Beryl," he began, "a Grade 'C' vacancy has cropped up at last."

She turned with pleasure and excitement. "Jack!" She drew breath. "And we thought we might have to wait for years!"

"Yes, dear; if I get the post it will mean that we can get married as we planned. But it's just a question of between Castle and yours truly. And that is what I don't like."

Her expression became serious. "Because he is your friend?"

Trent nodded. "And because I know that he is finding life a wee bit hard on his Grade 'B' money; he will find it even harder if these reductions come off. You see, you and I decided that it was essential to wait until I was in Grade 'C,' and Castle is finding that we were right. If he gets the job it will just put him right."

"And if you get it, then we can get married?"

He nodded again, and they walked on in silence.

As they turned into a quiet street her arm came through his. "Jack," she said smilingly, "I know what you really want to do, and, of course, it is just what you ought to do. It is what Castle would do for you if the position were reversed. You need not apply. We can easily wait till the next vacancy comes along."

He caught her arm warmly. "I knew you would think the same way!" he said. Passers-by wondered at the happiness of the two young people.

The day of the appointment to the Grade "C" vacancy arrived. Trent, who had not told anyone in the office of his decision not to apply, looked at the clock and decided that it was about time to go and congratulate Castle. He was forestalled, for the door opened to admit his friend, who came forward somewhat awkwardly.

"I say, Trent, old chap, I'm awfully sorry that you didn't get the post," began Castle uneasily. "I thought—I thought you would get it easily."

Trent laughed heartily. "I didn't particularly want it, Cassy. Here are the sincerest congratulations and best wishes in your new job!" And he rose with outstretched hand.

"But I didn't get the post," stammered Castle. "Brown, from the Staffing, got it."

Trent looked amazed. "What?" he gasped.

"You see—well, I didn't bother to apply this time. I knew you were only waiting for a Grade 'C' vacancy before you got married, so I thought I wouldn't bother. I knew I could wait."

That was the trouble with Castle and Trent—they so nearly always acted alike.

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Acton.

W. H. WHINNERAH, A.C.I.S., Secretary, Paving
and Highways Department, Manchester.

General Secretary: L. HILL.

Legal Secretary: JOHN SIMONDS, M.A., Barrister-
at-Law.

Chief Organising Secretary: W. P. FOX.

Divisional Organising Secretaries:

Metropolitan and Eastern Districts.—H. SLATER, 24 Abing-
don Street, Westminster, S.W.1. Tel.: 6056 Victoria.

North-Western and North Wales Districts.—HADEN
COOPER, 19 Cooper Street, Manchester, Telephone:
2237 Central.

North-Eastern and Yorkshire Districts.—J. B. SWINDEN,
3 Basinghall Square, Leeds. Telephone: 24861 Leeds.

Midlands (E. and W.) and S. Wales Districts.—J. E. N.
DAVIS, York House, Great Charles Street, Birmingham.
Telephone: 1836 Central.

South-Eastern, South-Western and Southern Districts.—
FRANK THOMAS, Room 60, Somerset House, Reading.
Telephone: 486 Reading.

Scotland.—J. M. MORTIMER, 135 Wellington Street,
Glasgow, C.A. Telephone: No. 404 Douglas.

ALL HEADQUARTERS COMMUNICA-
TIONS should be addressed to the General
Secretary and endorsed with the appropriate
subject, e.g., "Legal," "B. & O.," "Provident,"
etc.

Telephone: Victoria 6056 (3 lines).

Telegrams: Natassoc, Parl., London.

NALGO COLOURS

The following articles in the Nalگو colours
may be obtained through branch secretaries or
direct from headquarters at the prices shown.
Remittances must accompany order.

Sports badges.—Blazer pocket size, price 2s.
each.

Ties (silk or knitted).—Suitable for business or
sports wear, price 2s. each.

Scarves.—Black ground with stripes, price
10s. each. White with stripes at end, price 10s.
each.

Tobacco pouches.—Silk covered, price 2s.
each. Better quality, price 3s. each.

Striped ribbon.—Corded silk, $\frac{1}{2}$ in. wide, 10d.
per yard.

Striped material.—As used for making the
ties, 24 in. wide, 7s. yard.

A tastefully executed advertisement in colours
of the ties, scarves, badges, blazers and tobacco
pouches, setting out the prices, has been prepared
and issued to the branch secretaries for permanent
display in the various departments. Further
copies may be obtained from Headquarters.

COST OF LIVING

Below we give the average monthly percentage
increase over the level of July, 1914, in the Cost
of Living Index for the past six months:
June, 45; July, 47; August, 45; September, 45;
October, 46; November 46. The percentage
increases in each of the five groups on which
the Index Figure is based are as follows:

	SEPT.	OCT.	NOV.
Food	28	28	30
Rent	54	54	54
Clothing ..	95	90	90
Fuel and Light ..	70	75	75
Other Items ..	75	75	75

From Parliamentary Debates, House of Com-
mons, Tuesday, November 17, 1931: MAJOR
NATHAN asked the Minister of Labour whether he
proposed to take steps for the preparation of a
cost-of-living index appropriate to the conditions
of the present time in substitution for the pre-war
cost-of-living index now in use?

SIR H. BETTERTON: This question has been
examined on several occasions in recent years
and the decision has been uniformly against
altering the existing series of index numbers.
I do not at present contemplate any departure
from this policy, but I propose to keep the matter
under observation.

NALGO DIARY, 1932

Will all members who have not yet
placed an order with their Branch
Secretary for a copy of this extremely
useful publication do so at once. Few
people can do without a Diary, and
none can obtain a better one at the
price of 1s. 6d. The size is extremely
convenient, the binding is excellent,
and in addition to the other Diary
features, there is a section devoted to
matters relating to the Service and the
Association. Do not be disappointed.

ORDER AT ONCE

It is an essential for all members and
particularly indispensable to Branch
Officers and those with any official
connection with the Association.

CIVIL SERVICE AND COST-OF-LIVING BONUS

At the October meeting of the staff side of the
Civil Service National Whitley Council the
following resolution was passed:—

BONUS POLICY.

"That pending the opportunity of discussing
the bonus question under circumstances of
greater stability of prices the immediate situation
be dealt with on the following lines:—

(1) Maintenance of the 1920 sliding scale
adjustment as an expedient to meet the present
abnormal situation subject to a minimum adult
wage;

(2) Arrangements for the more frequent
adjustment of bonus;

(3) Full compensation to be granted to a point
beyond the present figure."

SUMMARY SHEETS: AN APPEAL

Branch officers who have yet to complete and
forward to Headquarters their audited Summary
Sheets for the year which ended on October 31
last, are particularly asked to do so at once. It
is hoped that returns will show a big increase in
membership and subscriptions in respect of the
past year, but this will not be apparent in the
absence of Summary Sheets containing the
essential information.

Between the end of the branch year and that
of the National Association (December 31) much
work has to be done in the checking and recording
of information which the Summary Sheets
contain and their early submission is of great
assistance.

Will branch secretaries and treasurers kindly
respond cheerfully and promptly to this appeal.

RECOGNITION OF EXAMINATIONS

THE following scheme for the recog-
nition of examinations was adopted
by the County Borough Council of
Wallasey at its meeting on October 29
last. The scheme is notable as evidence
of assent to the policy which N.A.L.G.O.
has emphasised persistently—that each
local government authority should assist
the officers in its service to raise the
standard of their attainments. It is by
co-operation on these lines between
employing authority and the officer with
a desire for higher qualifications, that the
character of the service will be taken up
to the higher levels which every member
regards as part of N.A.L.G.O.'s aim.

(I) That in the case of officers and employees
not over twenty-five years of age and whose salary
or wages do not exceed £150 per annum the
following payments should be made when the
examination is appropriate to the department in
which the particular officer or employee is
engaged: (a) payment of half approved net tuition
fees plus grant towards travelling expenses
where classes are not available in Wallasey; and
in the event of success: (b) payment of examina-
tion fees; (c) payment of reasonable travelling
and subsistence allowances when examinations
are held outside a radius of ten miles from
Wallasey Town Hall; (d) special additional pay-
ment for outstanding success.

(II) The scheme to apply to the following
examinations and to such others as may from
time to time be added by the Council:

INTERMEDIATE AND FINAL

- University Degree
- National Association of Local Government
Officers
- Chartered Institute of Secretaries
- Incorporated Secretaries Association
- Examinations of the Library Association
- Diploma of the School of Librarianship
(University of London)
- Diploma of Public Administration
- Institute of Chartered Accountants
- Incorporated Society of Accountants and
Auditors
- Institute of Municipal Treasurers and Account-
ants
- Institute of Civil Engineers
- Institute of Mechanical Engineers
- Institute of Municipal and County Engineers
- Institute of Electrical Engineers
- Institute of Transport, Incorporated
- Board of Trade Certificate for Weights and
Measures Inspectors
- Town Planning Institute
- Institution of Structural Engineers
- Surveyors Institute
- Royal Institute of British Architects
- Institute of Chemical Engineers
- Diploma in Gas Engineering—Institute of
Gas Engineers

(III) Heads of departments to have due regard
to special academic or professional qualifications
possessed by members of their staff in connection
with promotion.

(IV) The scheme to be adopted as from
October 29, 1931; the Council to rescind all
resolutions which are inconsistent with the terms
of the scheme insofar as such resolutions have not
already been acted upon.

The scheme also provides that where under
any existing scheme for the payment of examina-
tion expenses any officer or employee shall have
entered into any commitment on the strength of
such scheme, payment shall continue to be made
under that scheme until the date of the examina-
tion next following the introduction of the
present scheme.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices,
3 and 4 Clement's Inn, Strand, London,
W.C.2.

Telephone: Holborn 2288 2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

DECEMBER

1931

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NOTES OF THE MONTH

NURSING HOME BENEFITS

IN this issue there appears the details of the Oldham Scheme for the provision of nursing home benefits for the members of that branch. We commend the scheme. Many facilities and benefit schemes are offered and conducted from headquarters, and the creative minds of those who are responsible for N.A.L.G.O.'s activities on a national basis are for ever looking for something new and attractive. But there is a limit to what can be done

nationally, and there are many things which a local branch can do more effectively. The Oldham Branch has shown what can be done in this direction. The prospect of an operation on a member of the family makes a cloud over any household. At one time the thought of a surgical operation struck terror into the hearts of most people. To-day, with the development in anaesthetics and the advance in surgical skill, that fear is more concerned with finance than with the actual danger to life. The modest payment of 2d. per week, which is all that the Oldham Scheme demands, provides insurance against any unexpected call for an operation upon the purse of the local government officer. The scheme also has the advantage of establishing a point of contact in case of emergency. No subscriber will be unprepared. The chief reason why a branch can do this better than headquarters is, because local conditions vary. Success depends, very largely, on complete co-operation between the administration of the scheme and the medical authorities. The personal touch engenders confidence. The Oldham Branch has displayed a true sense of loyalty to the principles of organisation in making membership conditional on membership of N.A.L.G.O.

WALLASEY AND EDUCATION

THERE is also published in this issue particulars of a scheme recently agreed between the Wallasey Branch and the Wallasey County Borough Council. This forges another link in N.A.L.G.O.'s chain of educational work, and we congratulate the Wallasey members upon their efforts. N.A.L.G.O. and its branches must persevere with its educational policy and with the task of building up a higher standard for the new entrants into the service. Greater recognition and a better status must also be accorded to those who are doing their work with efficiency, even though the Departmental Committee on the Recruitment, Training Qualifications and Promotion of Local Government Officers is rusticated in the backwoods of economy.

THE "NALGO SPIRIT"

SOME persons dislike slogans, because they are undignified or incomplete as definitions. But they persist. You were a —ite at school and that indicated your "house," a cult, or a society; and you were a —ite in the flour-meal and soot combats, but who was who at the end could only be decided by a shower-bath. Now we are Nalgoites and proud of it. That is not a name indicating mere membership of an Association, but one that is accepted as standing for local government camaraderie, good-fellowship and that high standard of pleasantries —the "N.A.L.G.O. Spirit." Big issues always confront the service as a whole, but they are, by the natural order of things, left

to those whose job it is to tackle them. It is the little things that matter to most people. A member whose success causes his removal to another town, finds it comforting that, being a Nalgoite, he is assured of a warm welcome, that he has access to colleagues for advice, and that membership gives the right to friendships far beyond the boundaries of one's own borough. There is a joy to be obtained from the knowledge that when the Christmas festival arrives, hundreds of homes will receive a hamper of good cheer, sent by the Benevolent and Orphan Fund to members who are sick and to the dependents of our late colleagues. There is something essentially "N.A.L.G.O." in this touch of remembrance, instituted by the founder of our Benevolent and Orphan Fund, Mr. J. Darricotte, whose name can never be dissociated from the greatest of all our activities. The present chairman, Mr. H. S. Newton, who, for some years past, has carried on the tradition, fulfils the role of Father Christmas with just as much sympathy. This action, small when compared with the big work carried on throughout the year, is in keeping with the spirit of the Association and the season. It is a practical message showing that the recipients are not forgotten at a time when something more than the normal contribution to the household was made by the husband and father. There is greater joy in giving than in receiving, and the "N.A.L.G.O. Spirit" is expressed in giving. More particularly during the winter months, thousands of members are meeting in small and large groups for the organisation of charitable functions, social evenings, a competitions programme, for the discussion of a service problem, or to consider a case of distress —which is giving in the truest sense of the word. Indeed, the work of N.A.L.G.O., in all its multitudinous activities, springs from the soil of true benevolence—"benevolence so pure that it enables his imagination to flower in a fine subtlety of apprehension of other people's desires and needs." It is in that spirit that we wish all our members a Happy Christmas and a Happier New Year.

ROYAL SANITARY INSTITUTE

At an examination for sanitary inspectors held at Bristol on November 5, 6, and 7, twenty-two candidates presented themselves, and the following eleven candidates satisfied the examiners as to their competence to discharge the duties of a sanitary inspector and passed the examination: Thomas William Oswald Brookes, Cardiff; Ronald Verdi Coombs, Porthcawl; William George Danks, Cross Keys; George Edwin Hardy, Stratton; Alfred Thomas Harper, Devonport; Stanley King, Portsmouth; Henry George Lawless, Plymouth; William Francis Charles Merrett, Sharpness; Ernest Edward Morgan, Cardiff; Leonard Newton Skinner, Cardiff; and Thomas Sydney Watts, Newport.

At an examination for health visitors four candidates presented themselves. The following three candidates satisfied the examiners: Mabel Maud Bond, Newport; Esther Martha Single, Bawtry; and Annie Steel, Worcester.

FORTUNES IN LAMP-POSTS

By W. HESLOP

SOME years ago a poor boy possessing a threepenny bit entered a Kentish village. Rumour says he placed this coin on the railway line; a passing train flattened it out into sixpence. With this sixpence he purchased a pamphlet on Municipal Enterprise, and quickly learned the secret of success in that department of activity.

Having found employment at a lamp-post factory, the boy wisely spent his spare time in marching about the village, making friends with all whom he met, and expressing himself as anxious for the welfare of

and considered himself to be speaking truthfully, for his poor brother had inspected every highway from York to London in search of work. The vacant post was therefore handed over to the young man.

Our hero's cogitations next led him to reflect on the fact that he had an aged father who might be glad of a job; likewise a mother; some sisters; an uncle or two; and a few cousins, all in distant neighbourhoods, and most of them faring badly. First, he sent for his father, and having adorned him at some expense with a frock coat, silk hat, and diamond scarfpin,



N.A.L.G.O. CONVALESCENT HOME, MATLOCK,
DERBYSHIRE

the parish, its rapid development and its speedy improvement. He became deeply interested in lamp posts, wayside seats, seaside kiosks, dust carts and fire engines. By the time he reached the age of twenty-one he had gained a reputation as the most interesting and disinterested citizen among that community.

On account of his superior knowledge, his keen discernment of the needs of the parish and his enthusiasm for its welfare, he was elected to a seat on the district council. His sixpenny pamphlet had taught him that this was the highway to success. There he soon discovered that the district council had the appointment of a numerous body of officials; he conceived the idea of transforming the Council into a "family party." Thereupon he wrote his out-of-work brother, and having brought him from afar, proposed him to the Council as Inspector of Highways.

Asked whether his brother had had any experience he replied in the affirmative,

The phase in the history of local government which this article recounts was in that period before the electorate had acquired certain high ethical standards which now regard with alarm the least suggestion of patronage. Mr. Heslop writes of an age in which, unlike our own pure moment in time, the minor forms of corruption still raised their unwholesome heads. Things are different now—Ed. L.G.S.

presented the old man to the Council as a contractor. Which again was true; the sinner had contracted more debts than ever he was likely to pay. The Council was in need of a contractor to fix lamp-posts along five miles of new roads. They appointed the silk-hatted visitor. Material was obtained from the foundry, gangs of workmen were employed, while the "contractor slept in his office at the Town Hall most of his time, now and then waking up to draw the money due to him, or to pour incoherent blessings on the head of his son Thomas.

At this point we learn our hero's name. Thomas's next act was to call up two of his distant cousins as lamp-lighters, and lamp-post painters, previous experience not being asked for. They came, and settled, and married well, and they brought up their children in the Municipal Enterprise business. What they did not know about lamp-posts was not worth mentioning. Occasionally they found a lamp-post useful as a means of support on a dark night when they lost their way home.

Then Thomas thought about his mother—as we all do at times—and he fetched her down. In the Council chamber he insisted

on the necessity of having a manager for the Promenade Gardens and Cafe, and the appointment was left to him. Mother was thereupon installed; free food and drinks. She sent for her two daughters as assistants.

There was yet a couple of uncles left, and it took Thomas some time to get them posts, the one as Rate Collector and the other as Inspector of Dwellings, with the privilege of handing on their office to their sons and grandsons only. Blameless life and character was officially required of them, which they tried hard to live up to, although the Inspector of Dwellings turned his attention to public houses, and the Rate Collector went on strike for an increase of salary to enable him to live up to the required moral and social standard.

When Thomas married the principal street of the parish was re-named Thomas Street, in honour of the event. Thousands of enthusiastic citizens acclaimed their "big man" with such frenzy that he decided to enter the lists as a candidate for Parliament. The rest was easy. A new "county family" appeared in the Directory; Sir Thomas's lamp-post revenues were enormous, while the salaries and social status of his relatives were added to rapidly.

It is an inspiring record, and it is open to any man to follow in the same track. Most of us possess a threepenny bit, and a start can be made in any out-of-the-way town where one's character is unknown and unsuspected.

HOLIDAY GUIDE

Some addresses recommended by members have been received in response to the request contained in recent issues, but there must be many members who, having found something very good in the way of accommodation during their holidays, would be conferring a benefit on their colleagues by sending particulars to Headquarters for insertion in the Holiday Guide.

The particular value of this guide lies in the fact that accommodation included therein has been tested and found satisfactory by members.

Rapid progress is being made with the preparation of the guide for 1932, and particulars of new addresses will be welcome; also information as to any which have appeared and may not have been satisfactory will be appreciated and treated as confidential. Communications should be addressed to the General Secretary, N.A.L.G.O., 24 Abingdon Street, S.W.1.

DATADA

It was Babbitt, I believe, who said that he felt naked without his fountain-pen and waistcoat-pocket notebook. Such is the indispensability of a diary that should a man, whose time has to be parcelled out, find himself for one day without a diary, he will feel that he has lost all sense of time beyond the current day.

To know a friend's taste and to present him with a suitable diary and pocket notebook at this time of the year, is to give him a start on the New Year as useful to him as getting off the mark at the crack of the pistol is to a sprint runner. To make a careful examination of the variety of diaries and notebooks which are now offered to the public by Messrs. T. J. & J. Smith—"Datada" series have a world-wide fame—is to leave one amazed at the amount of thought and ingenuity put into their work. They have a diary and notebook to meet every conceivable use. Even to gratifying whims! Not only do the range respond to everyday usefulness, but the productions are as tasteful as anyone could wish.

BRANCH & DISTRICT NEWS

BAKEWELL

The annual meeting of the Bakewell Branch of N.A.L.G.O. was held on November 10, when formal business was transacted. The branch has decided to send a turkey to Nalgo House, Matlock. This is in accord with custom. Dr. T. Fenton was re-elected president.

BLYTH

Blyth T.C. very courteously received the D.O.S. for the purpose of discussing Circular 1222. The outcome of the discussion was that the Council decided to take no action in the matter.

BURNLEY

Representations made by the Association with reference to officers displaced owing to re-organisation of departments have resulted in an appointment being made in another department.

EPSOM

The second annual general meeting of the Municipal Officer's Association was held at Epsom on November 4. Mr. H. Platt, honorary general secretary, submitted a report from which it appeared there were fifty-three members. The report indicated a successful year from all points of view.

The B. and O. Fund, the Nalgo Approved and the Nalgo Provident Society and the Thrift sections had been particularly well supported.

Mr. P. Bird, honorary treasurer, reported a balance in hand of over £12, while the outlook for the ensuing year was particularly bright.

Officers were elected as follows: Mr. T. N. Young, president; Mr. E. G. Timbrell, vice-president; Mr. P. Bird, honorary treasurer; Messrs. J. Evans and B. Stedman, honorary auditors; Mr. B. Stedman, honorary sports secretary; Mr. H. Platt, honorary general secretary, thrift secretary, and Approved and Provident Societies' correspondent; Messrs. T. N. Young, P. Bird, and H. Platt, Met. Dist. representatives; Messrs. P. E. Whiteoak-Cooper, T. N. Young, A. Kershaw, E. G. Timbrell, P. Bird, B. Stedman, H. Platt, W. F. Williams, W. H. Martin, W. Nicholls, J. Blott, and W. B. Hayden, Executive Committee; Messrs. A. W. Breeden, A. Kershaw, D. Pelling, M. Guille, J. Blott, H. S. Tong, T. N. Young, J. W. G. Godson, B. Stedman, P. Bird, and H. Platt, Sports and Recreations sub-committee.

GLAMORGAN

The branch has expressed its appreciation of the able way in which Headquarters helped it in supplying information in connexion with the present economy movement.

GWENT

The annual meeting of the Gwent Branch of N.A.L.G.O. was held on November 14, when Mr. E. A. Pryer of Llantarnam U.D.C., was elected president. The retiring president is Mr. J. H. James, Accountant to the Bedwelty Urban District Council. The annual dinner followed, Mr. Pryer presiding, supported by Mr. Edwards, M.P., and the chairman of the Abersychan, Bedwas and Machen, Bedwelty, Llantarnam, Llanfrecha, Nantyglo and Blaia U.D.C.'s.

In responding to the toast "The Houses of Parliament," MR. EDWARDS said there were among the ex-members of the House many who had taken keen interest in the Association and had desired to help local government officers. They would all regret the absence of Mr. William Graham. If in the present Parliament he could be of any assistance, he would be glad to do anything he could in their interests.

HEYWOOD

An excellent report of the activities of the Heywood Branch during the past year, has been compiled by the secretary, Mr. C. H. Diggle, for the annual meeting. It is very gratifying to find that the branch can boast 100 per cent. paid-up membership and keen interest in all Nalgo affairs is manifest.

HORSHAM

A knock-out billiards tournament opened on November 4, with twenty-one members entering. The competition was completed on November 13, and resulted in a win for Mr. D. G. Oliver, Horsham R.D.C., who defeated Mr. A. G. Coleman (Horsham U.D.C.) in the final.

HULL

Various sections of the Hull Health Department met at the Guildhall, recently, to present to Dr. Gilchrist a token of their esteem on her retirement and approaching marriage. The gifts comprised a lady's toilet set in pink enamel and silver gilt, an eight-piece manicure set to match, and a silver cigarette case.

Through this officer's efforts the Maternity and Child Welfare Department had come to be regarded as one of the best in the country, said

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by December 17, for the January issue.

News of events which take place later—up to December 18—can be inserted if correspondents will send an intimation to the Editor beforehand.

LOCAL GOVERNMENT SERVICE,
3 and 4 Clement's Inn, W.C.2.

Dr. H. MASON LEETE, making the presentation.

Dr. Findlay, on behalf of the medical staff; Miss Harrison, for the Health Visitors; Mr. Merchant, Chief Sanitary Inspector; Mr. Matanle, for the clerical staff; and other speakers paid tribute to their colleague.

Dr. Gilchrist expressed keen appreciation of the gifts, and warmly thanked her colleagues for their help at all times given.

LEIGH

At the annual general meeting of the Leigh (Lancs.) Branch held at the Eagle and Child Hotel on Tuesday, November 17, the following officers were elected: Dr. J. Clay Beckitt, president; Mr. J. Sargent, hon. treasurer; Mr. D. Stanley Prescott, hon. secretary; Mr. J. T. Aldred, sports and social secretary. Thanks were passed to Mr. W. Lingard for his services as hon. secretary to the sports and section for the past five and a half years.

LINCOLN

The scale of salaries granted by the Lincoln T.C. in 1923 was based on 75 points, and provided for reductions as the cost of living fell, and reconsideration when 50 points was reached. After hearing Mr. J. E. N. Davis, D.O.S., the Finance Sub-Committee decided that no alteration in the original scale of salaries and grading should be made, but that there should be a temporary abatement of 2½ per cent. as regards Grades A and B, and 5 per cent. as regards Grades C to H, for a period of twelve months from October 1 last; that increments under the scale should continue to be paid; that overtime should not be paid for; and that other alterations regarding re-grading and holidays should be made. The settlement, which was entirely satisfactory to the staff, has been approved by the council.

LLANELLY

The Llanelly Staff Committee considering conditions of service of officials, have submitted a report which has been approved by the Council. Included in the proposals are a satisfactory scheme of sick leave and a somewhat improved holiday scale. Temporary reductions in salaries have been made, which cannot be accepted as fair by the Association.

PROTECT YOUR HOME

"An Englishman's home
is his Castle."

IT needs protection against the everyday risks of Fire, Burglary, Lightning, Storm, Bursting or Over-flowing of Water Pipes and Tanks, Breakage of Mirrors, Accidents to Servants, Public Liability and Tenant's Liability, etc. The

"N.A.L.G.O." POLICY
IS

COMPREHENSIVE

Premiums: Per £100

Building - 1/3

Contents - 4/3

„ (Fire only) 1/8

FREE RENEWAL EVERY
SIXTH YEAR IF NO CLAIM

IMPORTANT

If your present Policy expires shortly, do not renew it, but get a more Comprehensive Policy from N.A.L.G.O. at a lower premium.

Immediate cover given.

N.A.L.G.O. INSURES YOUR
HEALTH
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WEALTH
WIFE

Protectus and Proposal Form from
the Local Correspondent, or from:

24 ABINGDON ST., LONDON, S.W.

BRANCH AND DISTRICT NEWS

MONYHULL COLONY

A whist drive and dance in aid of the Nalco Benevolent and Orphan Fund was held at Monyhull Colony on Saturday, October 24. There was a large attendance, and the function was thoroughly enjoyed by those who were present. At the close of the whist drive, Dr. A. McCutcheon, the Medical Superintendent, presented the prizes, generously given by himself and other officers at the Colony, and also made a presentation to Mr. William Williams who had for many years acted as M.C. at similar functions.

MOUNTAIN ASH

Salaries under the Urban District Council have never been satisfactory, and the authority was among the first in South Wales to propose reductions in consequence of the national crisis. The proposals were regarded as being altogether too severe, and a deputation of officers was received, with the result that the original proposals were modified to some extent. These proposals have now been approved by the Council though they are still considered inequitable by the staff.

NEATH

The Rural District Council received a further deputation from the Association regarding the Council's decision to reduce salaries. The Council has modified its original proposals but these are still regarded as unsatisfactory.

NEWCASTLE-UPON-TYNE

The first secretary of the Newcastle Branch of N.A.L.G.O., Mr. J. G. Nixon, senr., is the father of the present Lord Mayor, Councillor J. G. Nixon, Junr., C.A., J.P. It is pleasing to note that Mr. Nixon, Senr., who is 82 years of age, enjoys good health, and it must have afforded him considerable satisfaction to see this signal honour conferred upon his son. The annual meeting of the Newcastle-upon-Tyne Branch took place on November 27, when the Lord Mayor and his father were present.

NORTHAMPTON

The County Borough Council has agreed the following temporary reductions in the salaries of their officers: Salary up to £200, no reduction; next £100, 2½ per cent.; next 200, 5 per cent.; next £500, 7½ per cent.; amounts over £1,000 10 per cent. Annual increments due in September were granted.

NORTHUMBERLAND

Northumberland C.C. Staff Dramatic Society will present their play "In the Next Room" (by Eleanor Robson and Harriet Ford) at the People's Theatre, Rye Hill, Newcastle, on December 15 and 16 at 7.30 p.m.

OLDBURY

The D.O.S. has communicated with the Council, objecting to reductions in salaries recommended by the General Purposes Committee. The Council referred back the recommendations for negotiations with the Association.

RUCBY

Having considered Circular 1222, the Council finds no grounds for reducing salaries or wages. They have expressed an opinion that the administration of the Council's services is carried out efficiently and economically, and the cost of administration and service could not be reduced without impairing efficiency.

SETTLE

A branch was recently formed at Settle, with a commencing membership of about twenty-five. The first annual meeting was addressed by the D.O.S., who spoke on the necessity for organisation, particularly having regard to the important legislation promised for the near future in respect of the re-arrangement of county districts.

Mr. T. E. Pearson, Clerk to the Rural District Council, is president.

SOUTH WALES

The South Wales District Committee met at the Caswell Bay Hotel, Caswell Bay, Swansea, Mr. C. B. Bright (Glamorgan C.C.) presiding, when Mr. Charles Styles of Newport was heartily congratulated on his election as president of the National Association of Relieving Officers.

The chairman welcomed the representatives of the recently formed Cardigan County Branch. Mr. J. Paith Morgan, County Finance Clerk, president of the branch, expressed the representatives' pleasure at attending so large and interesting a meeting.

Mr. G. Llewellyn (Monmouth County Council), Mr. C. B. Bright (Glamorgan County Council), Mr. W. J. Blaney (Barry), and Mr. Tom Davies (Bedwellty) were elected as representatives on the South Wales Regional B. and O. Committee.

Reports were received of steps taken in cases where reductions in salaries were threatened, and it was agreed to recommend branches to get into touch with the hon. secretary of the District Committee (Mr. W. J. Blaney, Public Offices, Barry) immediately proposals were formulated.

SWADLINCOTE

Reductions were recently proposed by the Swadlincote U.D.C. The original proposal was unsatisfactory, and a deputation was received. The chairman of the committee explained that had conditions been normal, the council would not have taken action under the Circular 1222; the alterations were entirely due to the difficult local circumstances. Ultimately the Committee agreed to modify their original proposal by making it operative for a year.

CROSSWORD.

SOLUTION No. 9

Across.—4. Osprey. 8. Paramount. 9. Census. 10. Groundsel. 11. Lille. 13. Scathe. 14. Mane. 17. Polt. 19. Merged. 20. Drone. 21. Stillness. 23. Expose. 24. Entrained. 25. Extend.

Down.—1. Patrick. 2. Valuation. 3. Toddle. 4. Once. 5. Stella. 6. Rustle. 7. Yester. 12. Intrinsic. 15. Feasted. 16. Adhere. 17. Poppet. 18. Lessen. 22. Tend.

MUNICIPAL HONOURS

Mr. Henry Rogers, late Borough Treasurer, Congleton, standing as an independent candidate for the South Ward of the Borough, headed the poll with 503 votes in the recent municipal elections.

CHESS SOLUTIONS

PROBLEM No. 12 (3-mover by A. Decker)

Key, B—R6.

If 1, K—B3; 2, Q—K4, any; 3, Q—K6. If 1, K—Q3; 2, Q—K6 ch, K—B4; 3, B—B8. If 1, P—K15; 2, Q—B4, P—Q6; 3, Q—B4. If 1, P—R4; 2, Q x K1P ch, K—K5; 3, Q—Q5.

Comment.—Fairly difficult, good variety, neatly set out, economy good.

PROBLEM No. 12a (2-mover by B. G. Laws)

If 1, Q—R5, P x Q; 2, B—B5 mate. If 1, K—Q5; 2, Q—B3 mate. If 1, P—B7; 2, Q—B3 mate. If 1, B—Q7; 2, Q x B mate.

Comment.—A graceful example of the Decoy sacrificial key.

SOLUTION TO END GAME No. 12

WHITE

1. K1—R6

2. K—B7..

3. B—Q5..

4. B x P..

5. B—R3..

6. B x P mate

BLACK

B—K15

B—K7..

B x Kth

P—R7

B any

TODMORDEN

As a result of interviews with the Salaries and Wages Committee at Todmorden, the Council have agreed to recommend the adoption of the proposals of the Lancashire and Cheshire Provincial Council in respect of temporary reduction in salaries.

WALSALL

Walsall C.B.C. have approved terms on the following conditions with the Salaries and Wages Committee. A deputation was received by the sub-committee under the conditions of the scale negotiated in 1926, reconsideration was due. The reductions are to operate for 12 months or until the cost of living figure reaches 60 points as follows: First £160 exempt; next £140 2½ per cent.; next £200, 5 per cent.; next £500, 7½ per cent.; excess over £1,000, 10 per cent.

WALLASEY

Representatives of the Wallasey Branch of N.A.L.G.O. at the annual dinner meeting, Dr. J. B. Wilkinson, M.O.H., said as an old member of the Nalco, he was glad to see that the Association was gaining in strength, last year's figures being particularly encouraging.

Mr. F. B. LUNT said local authorities were recognising in increased measure that they had in the association a valuable instrument which enabled them to maintain an efficient service, a service it would be hard to improve on.

At the annual meeting which preceded the function, Mr. J. W. Wilkinson, chairman of the North Western District, addressed the members. It was reported that the sum of £71 had been secured from the B. and O. Fund during the past twelve months.

WEST BROMWICH

The Salaries and Wages Committee having received a deputation from the Association regarding salaries recommend the following reduction: First £150, no reduction; £151 to £200, 2 per cent.; £201 to £400, 2½ per cent.; £401 to £600, 3 per cent.; £601 to £800, 3½ per cent.; £801 to £1,000, 4 per cent.; over £1,000, 5 per cent. Flat rate less deduction of £150 in each case. The reduction is to operate from October 1 to September 30, 1932, or until the cost of living index figure reaches 60 points; existing scales to continue and increments to be paid. Any anomalies may be submitted by N.A.L.G.O. for special consideration.

WEST RIDING ASYLUMS BOARD

Officers of the administrative staff at the hospital of the West Riding Asylums Board, Wakefield, recently intimated their desire to meet the D.O.S., and as a result of the meeting a branch has been formed. Mr. A. L. Howden, of the Pathological Laboratories, is the honorary secretary.

WHITLEY AND MONKSEATON

The Whitley and Monkseaton Urban District Council, on receipt of Circular 1222, adopted salary reductions without consultation with the staff. As a result of two interviews which the D.O.S. had—one with the Economy Committee and one with the full council—a satisfactory settlement has been arrived at.

WINSFORD

A meeting of the Winsford officers was held on October 29, when it was decided to form a branch of N.A.L.G.O. at Winsford.

WOLVERHAMPTON

An agreement, which has been unanimously approved by a general meeting of the members, has been reached at Wolverhampton.

WORKSOP

After considering Circular 1222, the Rural District Council has decided not to make reductions in the officers' salaries.

A NURSING HOME SCHEME

AT the Lowestoft Conference, a resolution was passed requesting the National Executive Council to inquire into and advise branches on the question of the provision by hospitals of fee-paying wings for patients unable to meet nursing-home charges. A questionnaire on the subject was addressed to branches on July 18, 1930. After careful consideration of the replies, a letter was sent to all branches on November 24, 1930, giving the result of the questionnaire, and suggesting that branches should be able to make local arrangements that would be far more useful than could result from any action by headquarters.

Mr. H. N. Smawfield, the honorary secretary of the Oldham Branch, now reports the adoption of a scheme by the Executive Committee of his branch. We congratulate Mr. Smawfield and his Executive Committee on their achievement. It is with satisfaction that we publish the following particulars of the scheme, and where facilities are available every other branch should do something of a similar nature. The surgeons, assistant surgeons and anaesthetists are members of the honorary medical staff of the Oldham Royal Infirmary. The patient can have his choice as to which operating surgeon shall be in attendance.

Rules of the Oldham Scheme—

- (1) The Scheme shall be named the "Oldham Nalgo Nursing Home Fund."
- (2) The subscription to be 2d. per week payable weekly, or yearly in advance.
- (3) The waiting period before benefit becomes operative shall be 18 months.
- (4) BENEFIT

Any member requiring a major operation shall have this service provided free of all charge at Woodfield Nursing Home, Werneth Park, Oldham. This service will include the fees of the operating surgeon*, the assistant surgeon and the anaesthetist, together with all nursing home charges up to a period of four weeks for any one operation.

If the patient should require a further period of nursing home service, the committee will consider the case and have power to grant an additional stay in the nursing home free of charge, or decide what portion of the cost of such further stay be chargeable to the patient.

In the case of a patient whose condition is, in the opinion of the surgeon-in-charge, so serious as to require a private room in the nursing home, such accommodation will be provided, all other cases will be accommodated in a ward having more than one bed.

- (5) Any case or contingency not covered by these rules shall be considered by the committee and arrangements made to meet the situation for the convenience and benefit of the patient.
- (6) Members leaving the service, but continuing their membership with the branch as retired members, may retain their membership to the Nursing Home Fund on payment of the yearly subscription in advance.
- (7) Members resigning from the branch, or more than three months in arrears with their Nalgo Subscriptions (sickness excepted) shall cease to be eligible for benefit under

the Scheme. Under no circumstances whatever will nursing home subscriptions be refunded.

- (8) Surplus funds may be invested at the discretion of the committee.
- (9) The hon. secretary of the branch shall undertake the administrative duties connected with the scheme.
- (10) The hon. treasurer of the branch shall account for all moneys connected with the Scheme and issue a yearly balance sheet, passed by the hon. auditors; such balance sheet to be included in the annual report of the branch.
- (11) All payments to be made by cheque, direct to the surgeons and nursing home.
- (12) The Executive Committee of the branch shall undertake the management of the Scheme, and have power to make and put into effect any new rules that may be considered expedient. All new rules thus made to be placed on the agenda of the annual general meeting for confirmation.
- (13) Any member desiring alteration to these rules shall give notice of motion to the hon. secretary of the branch, thirty days prior to the annual general meeting.

SEASONABLE PRESENTS

On another page there appears an announcement in accord with the spirit of the season—Messrs. Mortons' invitation to select either a 1-lb. box of chocolates or a leather wallet of cigarettes, free with any order from their Christmas catalogue totalling 10s. or more. As Messrs. Mortons' Christmas book covers practically all requirements—for the home and for personal use and wear, including something that everyone needs this season—it is easy to participate in this presentation. As always Messrs. Mortons send goods strictly "on approval," carriage paid, undertaking to accept return if the goods are not liked on receipt. A postcard to Messrs. Mortons, Desk M.O., Highbury Place, London, N.5, will secure a copy of the Christmas book containing the invitation to select your memento.

TO GREET YOUR FRIENDS

Mabel Lucie Attwell, Lawson Wood, G. E. Studdy of "Bonzo" fame, Lilian Rowles, "Kippa," Chloe Preston, Florence Valter, Ernest Uden, Harold Earnshaw, Van Jones, and other brilliant artists are represented by excellent specimens of their art in the calendars and Christmas cards of the house of Valentine and Sons, Ltd. Greater attention is now being paid to the choice of greetings, and in Valentine's series there is something for every taste, no matter how discriminating.

(Continued from column 3)

AYRSHIRE

At the last meeting of the County Council a recommendation of the Finance Committee that a deduction not exceeding 5 per cent. be made on all salaries and that as a *quid pro quo* the Council adopt a superannuation scheme; agreed that generally discussions on officials' salaries do not take place in public; and that a measure of latitude to officials to engage in works of public interest or professional advantage, without encroaching on their public service, should be allowed was discussed and remitted back for further consideration.

GLASGOW

Principal business at a meeting of the executive held on November 12 was the consideration of the draft annual report and financial statement to be submitted to the annual meeting. This shows a considerable increase in the membership and of the Provident and Approved Societies. The financial statement of the hon. treasurer, Mr. J. Weir Neilson, A.S.A.A., is equally satisfactory.

SCOTTISH NOTES

BY THE D.O.S.

THESE notes are being written before the Branch Annual Meetings have taken place. It is well to make this explanation, because by the time the Journal gets into the readers' hands several meetings will have been held and branch officials may wonder why their annual meeting has been ignored.

The chief subject exercising the minds of our members is still that of salary cuts. Glasgow Corporation has not yet come to a final decision, and no cut has therefore taken place. The same is true of Aberdeen. Edinburgh Corporation has delayed bringing into operation the proposed cuts for another month.

DUMBARTONSHIRE

On October 28 the D.O.S. had an interview with Dumbartonshire Economy Committee. The suggestions he put forward were considered reasonable, and while there might be some slight variation on the proposals submitted, it is unlikely there will be any serious departure from them. The writer had the unusual experience of being questioned as to the number of members of Nalgo on the County Council staffs. The truth is we have nothing like the number we ought to have, and those who are outside are a hindrance to their colleagues.

FIFESHIRE

At Fifeshire the D.O.S. had an interview with the County Council in opposition to the proposal of the Finance Committee to make a cut of 7 per cent. on all salaries above £104. Prior to the meeting there had been a prolonged discussion on the subject of workmen's wages, and we feel the decision on this question rather prejudiced the issue in our case. While several councillors admitted that an excellent case had been stated for a reduced cut, they felt themselves bound by their previous decision in the case of the workmen, and the only alteration made in the Finance Committee's recommendation was to concede the sum for exemption, making it £130 instead of £104.

EDINBURGH

Agreement with Edinburgh Corporation regarding cuts in salary provides that no cuts will be made on new entrants' scale, since that scale was framed on the basis of a cost-of-living figure of 45 points, while the old scale was framed by merging bonus at 72 points above the pre-war level. One thing decided is that in practice no cut will take place on any one whose salary is under £100. On the whole, the Corporation proposals are considered satisfactory.

CLYDEBANK

Cuts made by the Town Council have created several anomalies, and a communication is being sent asking that the first £104 of any salary be exempt from deduction. We are also asking that a definite date be fixed for the termination of the deductions.

PAISLEY

The branch has appointed a small committee to draw up scales of salary to be submitted to the Town Council at the interview which it has been arranged should take place with the Staffing Committee.

WEST LOTHIAN

The position of officials in West Lothian is extraordinary. Some officials appointed about eighteen months ago have not yet had their salaries and duties clearly defined. At the time of writing the County Council are seeking to force on certain district inspectors the duty of Clerk to the School Management Committee. At a recent meeting the officials fully discussed the situation with the D.O.S., and if some satisfactory arrangement is not arrived at, it may be necessary for the Association to take strong action in the matter.

(Continued at foot of column 2)

* Patients desiring an operating surgeon other than those available under the Scheme shall bear the difference in the cost of such fees; viz.: £15 15s.

READERS' NOTES

By JACOB TONSON

CHRISTMAS BOOKS! I suppose a few old-fashioned folk still like a book with a Christmasy flavour at the festive season: though I fear the vast majority merely want something a trifle exciting to read. As one whose recollections of early years are still associated with weepings over the annual reading aloud of *The Christmas Carol*, I may be forgiven for suggesting an old Christmas book or two, such as Gallon's *Charity Ghost*, or Fox's *Christmas Eve on Lonesome*, not to mention the Yuletide Dickens. I took up Thornton Wilder's *The Long Christmas Dinner* (Longmans, 6s.) in the hope of finding something of cheer in it. Alas, it is an imaginary affair—that dinner—lasting ninety years. On the left is a proscenium pillar draped with flowers representing the beginning of life, on the right, one draped in black by which way the characters make their exit to the great beyond. Several generations pass from one portal to the other in the course of a short one-act play. The dramatisation is clever, the writing excellent, but the theme is far from Christmasy in its customary sense.

* * *

Might not some of our Xmas time be profitably used by reading aloud. It is a delightful form of entertainment rather neglected to-day. Try some of the lighter verses of A. P. Herbert—there is a collected edition published by Benn at 8s. 6d.—or the lighter prose of Harry Graham. At Christmas, Hood's *Haunted House* is suitable—it is a wonderfully graphic picture of a mansion neglected, forsaken, "a sense of mystery the spirit daunted" in its contemplation. The true Christmas book must always have something in it connected with spooks or apparitions. Summers *The Supernatural Omnibus* (Gollancz, 5s.) has a breath of creeps in it. But I must not write for the few. I mentioned earlier that the majority read something of general interest with a spice of excitement. Try the air!

* * *

It is rather a coincidence that I should pick up Von Buttlar's *Zeppelins over England* the same day that I read of the finding of an aerial torpedo by a man whilst digging near Southend: a relic of the theme of this interesting volume. The author himself took part in nineteen air-raids over England during the war. There is excitement enough in the descriptions of L6's fight with a British minelayer, or the forced landing of L12 and of the mass-attack on industrial England of eleven Zepps still more than a faint memory for many, which, owing to northerly gales ended in the loss of five on the French coast. Read his chapter "A journey through hell," a raid in so

violent a thunder-storm that the "sights" of the machine-gun were shooting out blue flames and "we ourselves were radiating electricity"; or of the English 'plane raid in which L54 and L60 were destroyed at Tondern.

* * *

Yet another book of the air has recently been published in *Dawn Was Theirs*, a play by Peggy Barwell and Nigel Morland (Barbier, 5s.), descriptive of the clash of youth as represented by aeroplanes, speed and freedom with middle-aged convention represented by the Church, the Army and Society. The crash comes when the youngsters learn when they desire to be married that their dead mother was, unwittingly, a bigamist. The play of feeling between the young people and the father at the crisis is wonderfully well done; the former seek death through the freedom of the air rather than set the tongue of scandal moving again. Few characters in

fiction or drama are better drawn than that of Harbor, the father. You are intended to give him your deepest sympathy and you must. The quotation of which the title forms a part is from Rupert Brooke:—

"dawn was theirs

And sunset, and the colours of the earth."

* * *

Not unlike the type of book suitable for Christmas is Henry Wade's *No Friendly Drop* (Constable, 7s. 6d.), a detective story you should look for. I did not notice the description on the cover and there was nothing in the opening chapters to indicate tragedy: no screech in the dead of night, no horrible weapon or weird ghostly face, merely a picture of a family party gathered round the Tudor fireplace at "Tassart" after dinner. But tragedy quickly follows. The question on the death of the owner of the house, a martyr to acute neuralgia, whether suicide, accident (an overdose of a drug to induce sleep) or murder was the cause, is well developed. For its theme the story is unfolded without too much sensationalism.

SEASONABLE GIFT BOOKS

Published by the Amalgamated Press, Ltd., London.

TIGER TIM'S ANNUAL (6s.).

A picture and story book for boys and girls, profusely illustrated with many plates in colour. All the pets appear and re-appear in story after story. *Tiger Tim's Annual* will require a lot of replacing in the affections of the bairns at this time of the year.

SCHOOL FRIEND ANNUAL (6s.).

A girl's book really. There are twelve stories of a wide variety, three coloured plates, and twenty-one articles and poems. Truly a feast for the schoolgirl.

GREYFRIARS HOLIDAY ANNUAL (6s.).

This is a book for boys and girls, and a glance at the illustrations give an impression of stories of vigour and vitality. The object of the *Holiday Annual* is primarily to give amusement and entertainment by means of cheerful, healthy fiction and verse, and for the thirteen years it has kept up its high reputation.

BRITISH LEGION GAMES ANNUAL. Price 5s.
Alexander-Ouseley, Ltd., London.

This is an excellent production and a most suitable gift book. In addition to ten stories, well illustrated, there are no less than four games ingeniously bound into the paper of the book. The games are ludo, snakes and ladders, tiddley-tennis, and steeple-chasing. The rules are printed as well. A portion of the profits on the sale of the book is to be devoted to the British Legion.

Published by the Oxford University Press, London.

OXFORD ANNUAL FOR CHILDREN (5s.).

Printed in bold, black type, well illustrated, including five whole-page colour plates by well-known artists. There is a variety of stories of a charming character.

OXFORD ANNUAL FOR BOYS (5s.).

This popular annual is now in its twenty-fourth year and is better than ever. It is edited by Herbert Strang, and no other recommendation to a boy is necessary. It is full of healthy, manly stories and well illustrated.

OXFORD ANNUAL FOR GIRLS (5s.).

Although a younger sister to the *Boys' Annual*, it is now 13, and is just as big a favourite and equally impressive in format and binding. The Hon. Mrs. Victor Bruce, Ian and Cora Gordon, and Marjorie Pollard are amongst the contributors. There is something essentially English about the Oxford Christmas books that appeals.

Three books of a different kind, which are intended for the school-fellow who is above an annual, are *Dickson of the Chase*, by Herbert Strang, a story with the long struggle between Lancaster and York as the background, the theme being pitched mainly in Cannock Chase. The story also gives a picture of certain phases of the social life of the times. Then there is our old friend, *Coppernob*, "Shipowner," in time in the role of a director of a broken-down shipping company. Mr. Laurence R. Bourne has given us several *Coppernob* stories, and this is the best so far.

A MYSTERY OF THE AIR (3 6s.).

This is a fine mystery story by John F. C. Westerman. Sir John Weston, Controller of Air Traffic in the London Area, receives an anonymous letter warning him that at a certain time the writer proposes to liberate a wave that will affect every mechanically propelled vehicle in London, and suggesting that if the Controller values the lives of the pilots and passengers under his care he will keep all aeroplanes out of the air between the hours stated. Here is a thriller!

TEN FATHOMS DEEP. By Jesse Templeton.
Price 7s. 6d. Ward Lock, London.

This is a story of a South Sea island of which Grierson had been the only white man for fifteen years. A boat came sailing into the bay, and it contained three men—two Tahitians and a white man, Daffy Wood, an old confederate of Grierson. Daffy had a scheme which he regarded as more profitable than hunting for pearls in oyster shells. But Grierson had a daughter, Mab, a wild thing, and when Jack Melville, a wrecked ship's officer, came to the island she and he had something to do with Daffy Wood's scheme. The events move swiftly, and are full of colour and excitement.

BOOK REVIEWS

THE MAGISTRATES' COURTS OF PHILADELPHIA. By S. Ervin, of the Philadelphia Bar. Copies free. Thos. Skelton Harrison Foundation, 311 S. Juniper Street, Philadelphia.

A QUESTION of importance is answered strongly in the negative by Mr. Ervin. He says that the magistrates courts in Philadelphia present the question whether in petty civil and criminal cases and in the preliminary hearing of more serious matters in a large modern city, the course of justice can be conducted by men of little general education and no legal training, working without competent supervision in an atmosphere of political favour. Such a query practically answers itself, even if it were possible to rule out the corrupt tendency implicit in the phrase, "political favour." When men are willing to twist justice for political ends they may be deemed capable of misusing it for other purposes. Public apathy—fatalism as it may be termed—accounts for this gross abuse disfiguring the American judicial system.

Mr. Ervin should be backed up as a man who is at war with a public scandal.

C.

THE PAGEANT OF TRANSPORT THROUGH THE AGES. By W. H. Boulton. Price 12s. 6d. Sampson, Low, Marston & Co., Ltd.

Mr. Boulton has a reputation for research work, and in this admirable book he gives a connected view of the history and progress of transport. Transport is amongst the foremost problems of the day; it certainly occupies a considerable share of the thought and time of local authorities. In his introduction, Sir Josiah Stamp says: "The author has succeeded in giving us a book of absorbing general interest and, at the same time, by emphasising the point of view of Transport as a pageant, he has done a useful service to those who are engaged in solving its many problems by widening their vision of the subject with which they have to deal." The pageant commences with the primitive modes of transport, takes us along the roads in England before the Turnpike Act, waterways, canals, from the Ark to the *Aquitania*, along the rail, through the mountains and the air. It concludes with recent developments and the outlook for the future. Profusely illustrated, the book is an important contribution.

USE YOUR MIND. By Arnold Hahn. Price 5s. Routledge & Sons, London.

"Few people to-day are conscious of the fact that we are living at an historical moment of the highest importance; that we are, in fact, witnessing the dawn of a new epoch, a new stage in human biology." With that preliminary statement, one follows Arnold Hahn's arguments and theories on successful thinking with enthusiasm. We have a clear statement of the premises on which the author builds up his case for attention to mental hygiene, as to bodily hygiene. The study of the glands brings into prominence a new understanding of personality.

There is an urge in every human body; the cry for material from the outer world is hunger, its object is to obtain nourishment for the cells. Between this urge and the act there is the mind, the overseer, which to function effectively must have training and health. We know the dangers to the body which come from neglect and indifference to its enemies in the form of bacteria. But how little regard do we pay to mental hygiene and mind exercise! Only a few realise how little original thinking they do. Platitudes and orthodoxes are accepted without question. Newspapers think for the vast majority of the populace. Mr. Hahn's book shows how the systematic care of the mind can be beneficial to the individual.

PETER SUCH.



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(Signed) Herbert Sutcliffe.

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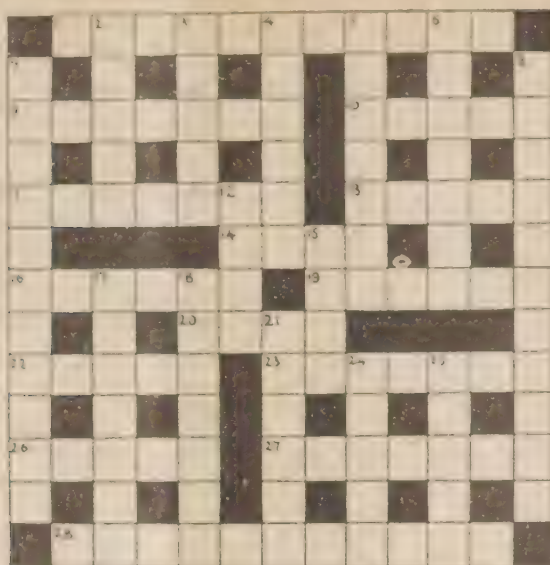
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CLUES ACROSS

7. You may find this flower in its head.
8. Any soft mixture.
10. "This blessed plot, this earth, this—".
11. Caller.
23. He is lax, I allow, but he respects me (hidden).
24. Extent from end to end.
25. The sort of hand-bag to be found in chaisers.
26. Ruth's sister-in-law.
27. Ever-nag (anag).
28. These fruits carry a load of fish in their head.

CLUES DOWN

2. Stones that can be found in Shropshire.
3. This cap is more drunk than worn.
4. Madagascar mammals.
5. A real cause of raw fear.
6. A study of books that may produce din and rage.
12. This should always be taken seriously.
18. Ware that cannot be worn.
21. A Jewish sect.
24. Lily moth, or cat.
25. The avenue of beeches was ever yellow in the autumn (hidden).

Solution to Puzzle No. 9 on page 324.

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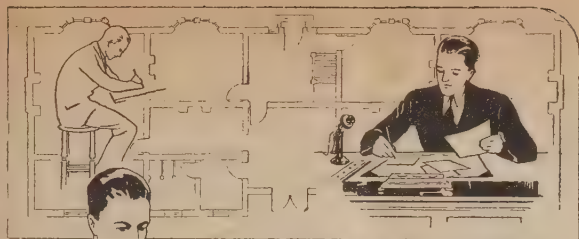
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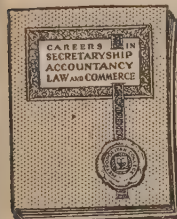
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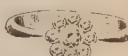
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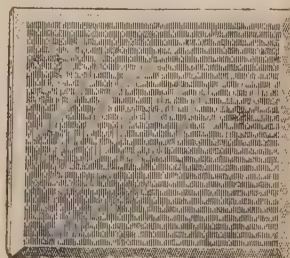


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PROBLEM No. 12 (by A. Decker)

Black—4 pieces



White—5 pieces

White to move and mate in three moves.

BRIEF BRILLIANCIES: No. 12

WHITE	BLACK
1. P—Q4	1. P—Q4
2. P—Q4	2. P—Q4
3. Kt—KB3	3. Kt—KB3
4. Kt—KB3	4. Kt—KB3
5. B—B4	5. B—B4
6. P—K1	6. P—K1
7. KBxP	7. KBxP
8. P—K1	8. P—K1
9. P—KKt3	9. P—KKt3
10. O—O	10. O—O
11. Q—K2	11. Q—K2
12. KR—Q sq	12. KR—Q sq
13. QR—B sq	13. QR—B sq
14. B—Q3	14. B—Q3
15. Kt—K4	15. Kt—K4
16. KKt—Kt5	16. KKt—Kt5
17. Kt—RP1	17. Kt—RP1
18. KKt—Kt5	18. KKt—Kt5

White was Capablanca (in an international tourney).

Here is a beautiful game of Alekhine's, won in a recent simultaneous display in Yugoslavia. The finishing stroke is amazingly brilliant:—

WHITE ALEKHINE	BLACK KOHN
1. P—K4	1. P—K4
2. P—Q4	2. P—Q4
3. P—Q4	3. P—Q4
4. Kt—P	4. Kt—P
5. Q—Kt1	5. Q—Kt1
6. B—Q4	6. B—Q4
7. KKt—K2	7. KKt—K2
8. Castles	8. Castles
9. B—KKt5	9. B—KKt5
10. Kt—Kt3	10. Kt—Kt3
11. QxKt	11. QxKt
12. Kt—B5	12. Kt—B5
13. BxKt	13. BxKt
14. KR—Kt	14. KR—Kt
15. Q—Q3	15. Q—Q3
16. Kt—Q5	16. Kt—Q5
17. P—P	17. P—P
18. P—B ch	18. P—B ch
19. Kt—Q4	19. Kt—Q4
20. QR—Bt	20. QR—Bt
21. KtxP!!	21. Resigns.

SOME RECENT MATCHES

SURREY v. KENT.—Surrey won by 14 games to 10. The bigger players on each side and results were: (Surrey) Golombek, 1; R. P. Michell, 1; F. Alexander, 1; Butland, 1; Tregaskis, 1; Stronach, 0; Shoobridge, 1; Barlow, 1. (Kent) Noel-Johnson, 1; O. C. Muller, 1; H. Cole, 1; Skilheorn, 0; Cordingley, 0; Coad, Pryor, 1; W. M. Brooke, 1; J. Stuart Hodgson, 0.

BERKSHIRE v. BEDFORDSHIRE went in favour of Berks by 12 games to 4.

DEVONSHIRE beat CORNWALL by 13 to 21; and CAMBRIDGESHIRE beat NORFOLK by 9 games to 7.

COMING MATCH

A big match is coming off on December 12—the final in the English County Championship.

The contestants are Middlesex and Warwickshire and the venue St. Bride's Institute, Fleet Street.

BY A READER

The following lively game was played recently between Wakefield and Leeds, in the Edwin Woodhouse Cup competition. (Games sent in by readers of L.G.S. will be welcomed in this column provided they have some points to recommend them and show a win before the fortieth move.)

WHITE L. C. A. LEWIS (Wakefield)	BLACK M. ANDREWS (Leeds)
1. P—K4	1. P—Q4
2. P—P	2. P—P
3. Kt—QB3	3. Kt—QB3
4. B—B4	4. B—B4
5. P—Q3	5. P—Q3
6. P—B3	6. P—B3
7. KKt—K2	7. KKt—K2
8. Castles	8. Castles
9. K—R1	9. K—R1
10. B—B4	10. B—B4
11. B—Q2	11. B—Q2
12. Kt—Kt3	12. Kt—Kt3
13. P—B4	13. P—B4
14. BxP	14. BxP
15. R—Kt ch	15. R—Kt ch
16. BxP	16. BxP
17. Kt(B3)—B4	17. Kt(B3)—B4
18. KtxKt	18. KtxKt
19. RxB	19. RxB
20. Q—B3	20. Q—B3
21. B—Kt3	21. B—Kt3
22. P—R2	22. P—R2
23. P—R2	23. P—R2
24. R—K2	24. R—K2
25. QR—Kt	25. QR—Kt
26. R—R	26. R—R
27. R—Kt ch	27. R—Kt ch
28. QxR ch	28. QxR ch

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END GAME No. 12

White (3 pieces)—K on QB8, B on QKt3, Kt on QKt4.

Black (6 pieces)—K on QR sq, B on Q8, Pawns on KR6, K5, QKt2 and QR2.

White to play and win.

PROBLEM No. 12a (by B. G. Laws)

Black—5 pieces



White—8 pieces

White to move and mate in two moves.

GOLF

Mr. W. L. Bradley, Engineer and Surveyor, Tonbridge U.D.C., was elected captain at the annual meeting of the Tonbridge Golf Club. He won the Nalgo Golf Cup in 1930 and 1931 for the S.E. District.

AUCTION BRIDGE

By NEVILLE HOBSON

Details of a competition are set out below, and as is hoped there will be a good entry. The conditions should be studied, as the dates must be strictly adhered to and the earliest entries will be in the better for all concerned, including the competition themselves, as preference will be given in case of equality to the entries received first.

The nomenclature of South, West, North and East will be adopted, and it will be assumed that S. is sitting at the nearest point of the table with N. as his partner on the far side (W. being on the left of S. and E. on his right).

Suits are shown in the sequence: (1) Spades, (2) Hearts, (3) Diamonds, (4) Clubs, so as to follow the order of their trick values, and the competition in this case only includes five questions, so as to cater for the keen Bridge player whose local government duties at this strenuous time preclude his considering any lengthy and involved problems.

COMPETITION:

1. S., W., N. and E. are playing Bridge, and the following is a summary of their conversation during the bidding:
S.: "Pass." W.: "One Spade." N.: "No Bid." E.: "No Bid." S.: "I see, partner, they are 16 in—1 bid 2 Hearts."
2. Competitors are asked to comment on the bidding and observations and to point out any matters which call for criticism.
3. S. deals and bids One No Trump, which is passed by the other players.
W. holds A, Q, J, 6, 2 of Diamonds.
Which of these should he lead?
4. Under similar circumstances as the last, W. as first leader, decides to open from 6 Clubs, consisting of K, Q, 9, 6, 3, 2.
Which should W. lead against the No Trump declaration?
5. S. deals and bids 1 Spade, which is left in by the other players.
W. decides to open his Diamond suit, consisting of K, Q, 10, 9.
Which should he lead?
6. S. bids 1 Spade. Both W. and N. pass. East says: "He is not a good player, but a good partner."
What should W. lead with due regard to his partner's bid of 2 Hearts) from the following:
S.: 10, 9, 4. H.: 5, 3, 2. D.: A, K, 9. C.: 10, 9, 8, 7, 6, 5, 4, 3, 2.

Which should W. lead against the No Trump declaration?

S. deals and bids 1 Spade, which is left in by the other players.

W. decides to open his Diamond suit, consisting of K, Q, 10, 9.

Which should he lead?

S. bids 1 Spade. Both W. and N. pass. East says: "He is not a good player, but a good partner."

What should W. lead with due regard to his partner's bid of 2 Hearts) from the following:

S.: 10, 9, 4. H.: 5, 3, 2. D.: A, K, 9. C.: 10, 9, 8, 7, 6, 5, 4, 3, 2.

Which should W. lead against the No Trump declaration?

S. deals and bids 1 Spade, which is left in by the other players.

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S.: 10, 9, 4. H.: 5, 3, 2. D.: A, K, 9. C.: 10, 9, 8, 7, 6, 5, 4, 3, 2.

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GLAMORGAN

Officers at this hospital have formed a committee of the Glamorgan County Officers' Association, and practically all have identified themselves with the movement. At the meeting which constituted the section, the following officers were appointed: Miss E. Isaac (matron), president; Mr. John V. Evans, chairman; Mr. R. J. Jones, vice-chairman; Sister Jennie Jones (sister treasurer) and Mr. David Price, joint hon. secretary and collectors.

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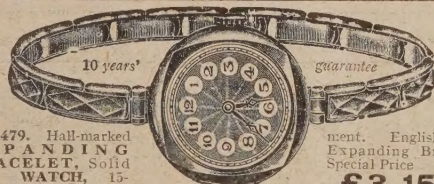
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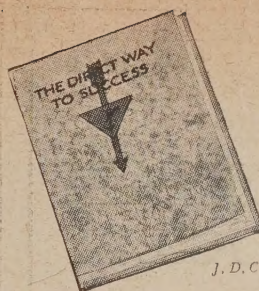
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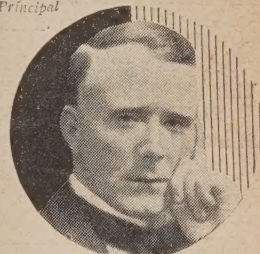


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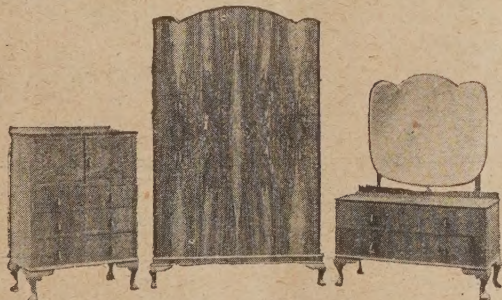
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